

ANNUAL WORKFORCE REPORT

First Quarter

FISCAL YEAR 2004-05

**State of Michigan
Department of Civil Service**



Civil Service Commissioners:

**Susan Grimes Munsell, Chairperson
F. Thomas Lewand
Sherry L. McMillan
James P. Pitz**

James D. Farrell, State Personnel Director

STATISTICAL HIGHLIGHTS
First Quarter FY 2004-05

PROFILE OF FULL-TIME CLASSIFIED EMPLOYEES

Average Age	44.7
Average Annual Salary ¹	\$48,746
Average Years of Service	13.3

WORK FORCE CHARACTERISTICS

Females	50.9%
Males.....	49.1%
Eligible for Longevity	73.5%
Less than Six Years of Service	26.0%
Six to Ten Years of Service.....	19.8%
Over Ten Years of Service	54.2%
Exclusively Represented for Collective Bargaining.....	71.4%

FEDERALLY DEFINED RACE/ETHNIC GROUP DISTRIBUTION

American Indian	1.2%
Asian	1.2%
Black	17.8%
Hispanic	2.7%
White	76.7%
Not Disclosed	0.4%

¹ Average annual salary is calculated based on each employee's hourly rate of pay multiplied by 2,088 hours, regardless of their work schedule.

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SECTION ONE

TRENDS IN THE STATE CLASSIFIED WORKFORCE

ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS STATEWIDE WITH HRS DEPARTMENT AND AGENCY LEVEL DETAIL

PAY PERIOD NUMBER 26, ENDING DEC 18, 2004

HRS DEPARTMENT/AGENCY		EMPLOYEE STATUS CODE DESCRIPTION						SUB-TOTAL EMPLOYEE	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
		FULL TIME	PART TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER			
AGRICULTURE CENTRAL OFFICE	79/01	512.0	11.0	15.0	95.0	17.0	42.0	692.0	0.5	691.5
AGRICULTURE TOTAL		512.0	11.0	15.0	95.0	17.0	42.0	692.0	0.5	691.5
ATY GNRL CENTRAL OFFICE	11/01	466.0	15.0	0.0	41.0	0.0	0.0	522.0	0.0	522.0
ATTORNEY GENERAL TOTAL		466.0	15.0	0.0	41.0	0.0	0.0	522.0	0.0	522.0
LEGISLATIVE AUDITOR GENERAL	03/01	111.0	0.0	12.0	19.0	0.0	5.0	147.0	0.0	147.0
AUDITOR GENERAL TOTAL		111.0	0.0	12.0	19.0	0.0	5.0	147.0	0.0	147.0
CIV RGHT CENTRAL OFFICE	15/01	117.0	1.0	0.0	11.0	0.0	5.0	134.0	0.0	134.0
CIVIL RIGHTS TOTAL		117.0	1.0	0.0	11.0	0.0	5.0	134.0	0.0	134.0
CIV SERV CENTRAL OFFICE	19/01	196.0	2.0	0.0	9.0	0.0	5.0	212.0	1.0	211.0
CIVIL SERVICE TOTAL		196.0	2.0	0.0	9.0	0.0	5.0	212.0	1.0	211.0
DCH - MT. PLEASANT CENTER	39/12	405.0	0.0	17.0	46.0	0.0	19.0	487.0	0.0	487.0
DCH - SOUTHGATE CENTER	39/28	0.0	0.0	0.0	3.0	0.0	0.0	3.0	0.0	3.0
DCH-CARO CENTER	39/02	422.0	2.0	2.0	52.0	0.0	0.0	478.0	0.0	478.0
DCH-CLINTON VALLEY CTR-PONTIAC	39/15	0.0	0.0	0.0	3.0	0.0	0.0	3.0	0.0	3.0
DCH-COM HEALTH CENTRAL OFFICE	39/01	1,460.0	10.0	11.0	22.0	0.0	70.0	1,573.0	1.0	1,572.0
DCH-CTR FORENSIC PSYCHIATRY	39/20	473.0	2.0	0.0	15.0	0.0	0.0	490.0	0.0	490.0
DCH-HAWTHORN CENTER NORTHVILLE	39/06	193.0	3.0	0.0	10.0	0.0	3.0	209.0	0.0	209.0
DCH-HURON VALLEY CTR-ANN ARBOR	39/04	576.0	5.0	0.0	0.0	0.0	0.0	581.0	0.0	581.0
DCH-KALAMAZOO PSYCHIATRIC HOSP	39/09	388.0	14.0	0.0	61.0	0.0	2.0	465.0	0.0	465.0
DCH-NORTHVILLE PSYCH HOSPITAL	39/14	0.0	0.0	0.0	13.0	0.0	0.0	13.0	0.0	13.0
DCH-OFFICE OF SERVICES TO TH	39/70	27.0	0.0	1.0	4.0	0.0	0.0	32.0	0.0	32.0
DCH-WALTER P. REUTHER PSY HOSP	39/45	419.0	0.0	0.0	1.0	0.0	0.0	420.0	0.0	420.0
COMMUNITY HEALTH TOTAL		4,363.0	36.0	31.0	230.0	0.0	94.0	4,754.0	1.0	4,753.0
DOC-ADRIAN/GUS HARRISON FAC	47/29	509.0	0.0	0.0	0.0	0.0	0.0	509.0	0.0	509.0
DOC-ALGER MAX SECURITY CORRECT	47/35	340.0	0.0	0.0	1.0	0.0	0.0	341.0	0.0	341.0
DOC-BARAGA FACILITY	47/40	418.0	2.0	0.0	1.0	0.0	0.0	421.0	0.0	421.0
DOC-BELLAMY CREEK FACILITY	47/48	486.0	0.0	0.0	1.0	0.0	0.0	487.0	0.0	487.0

ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS STATEWIDE WITH HRS DEPARTMENT AND AGENCY LEVEL DETAIL

PAY PERIOD NUMBER 26, ENDING DEC 18, 2004

HRS DEPARTMENT/AGENCY		EMPLOYEE STATUS CODE DESCRIPTION						SUB-TOTAL EMPLOYEE	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
		FULL TIME	PART TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER			
DOC-BROOKS FACTY/MUSKEGON TEMP	47/30	516.0	0.0	0.0	1.0	0.0	0.0	517.0	0.0	517.0
DOC-CARSON CITY FAC/CARSON CIT	47/31	546.0	0.0	0.0	2.0	0.0	0.0	548.0	0.5	547.5
DOC-CHIPPEWA FAC/CHIPPEWA TEM	47/32	574.0	0.0	0.0	1.0	0.0	0.0	575.0	0.0	575.0
DOC-COOPER STREET FACILITY	47/52	388.0	0.0	0.0	1.0	0.0	0.0	389.0	0.0	389.0
DOC-CORRECTN CENTRAL OFFICE	47/02	504.0	0.0	0.0	28.0	0.0	31.0	563.0	0.0	563.0
DOC-COTTON FACILITY	47/20	413.0	0.0	1.0	1.0	0.0	0.0	415.0	0.0	415.0
DOC-CRANE FACILITY	47/16	366.0	0.0	0.0	0.0	0.0	0.0	366.0	0.0	366.0
DOC-EGELER FACILITY	47/27	720.0	0.0	0.0	1.0	0.0	0.0	721.0	0.0	721.0
DOC-FIELD OPERATION REGION III	47/63	577.0	14.0	0.0	3.0	0.0	0.0	594.0	0.0	594.0
DOC-FIELD OPERATIONS REGION I	47/61	515.0	0.0	0.0	2.0	0.0	0.0	517.0	0.0	517.0
DOC-FIELD OPERATIONS REGION II	47/62	590.0	2.0	5.0	1.0	0.0	0.0	598.0	0.0	598.0
DOC-HANDLON MI TRAINING UNT	47/05	280.0	0.0	0.0	2.0	0.0	0.0	282.0	0.0	282.0
DOC-HURON VALLEY MENS FACILITY	47/15	609.0	5.0	0.0	1.0	0.0	0.0	615.0	0.0	615.0
DOC-IONIA MAXIMUM FACILITY	47/24	357.0	0.0	0.0	2.0	0.0	0.0	359.0	0.0	359.0
DOC-IONIA TEMP FACILITY	47/19	204.0	0.0	0.0	1.0	0.0	0.0	205.0	0.0	205.0
DOC-JACKSON CENTRAL REGION	47/50	93.0	0.0	0.0	1.0	0.0	0.0	94.0	0.0	94.0
DOC-KINROSS/HIAWATHA FACILITY	47/12	558.0	0.0	0.0	1.0	0.0	0.0	559.0	0.5	558.5
DOC-LAKELAND MEN'S FACILITY	47/18	288.0	0.0	0.0	0.0	0.0	0.0	288.0	0.0	288.0
DOC-MACOMB FACILITY	47/41	294.0	1.0	0.0	1.0	0.0	0.0	296.0	0.0	296.0
DOC-MARQUETTE BRANCH PRISON	47/06	414.0	0.0	0.0	1.0	0.0	0.0	415.0	0.0	415.0
DOC-MICHIGAN STATE INDUSTRIES	47/09	189.0	0.0	0.0	0.0	0.0	1.0	190.0	0.0	190.0
DOC-MID MICHIGAN FACILITY	47/33	601.0	0.0	0.0	1.0	0.0	0.0	602.0	0.0	602.0
DOC-MOUND FACILITY	47/37	315.0	1.0	0.0	1.0	0.0	0.0	317.0	0.0	317.0
DOC-MUSKEGON FACILITY	47/04	273.0	0.0	0.0	1.0	0.0	0.0	274.0	0.0	274.0
DOC-NEWBERRY FACILITY	47/43	345.0	1.0	0.0	1.0	0.0	0.0	347.0	0.0	347.0
DOC-OAKS FACILITY	47/39	366.0	1.0	0.0	2.0	0.0	0.0	369.0	0.0	369.0
DOC-OJIBWAY FACILITY	47/46	289.0	1.0	0.0	1.0	0.0	0.0	291.0	0.0	291.0
DOC-PARNALL FACILITY	47/51	272.0	0.0	1.0	1.0	0.0	0.0	274.0	0.5	273.5
DOC-PINE RIVER FACILITY	47/44	225.0	0.0	0.0	1.0	0.0	0.0	226.0	0.0	226.0
DOC-PUGSLEY FACILITY	47/45	223.0	1.0	0.0	0.0	0.0	0.0	224.0	0.0	224.0
DOC-RIVERSIDE FACILITY	47/11	443.0	0.0	0.0	0.0	0.0	0.0	443.0	0.0	443.0
DOC-RYAN FACILITY	47/38	320.0	0.0	0.0	1.0	0.0	0.0	321.0	0.0	321.0
DOC-SAGINAW FACILITY	47/42	370.0	2.0	0.0	1.0	0.0	0.0	373.0	0.0	373.0
DOC-SCOTT FACILITY	47/21	334.0	1.0	0.0	1.0	0.0	0.0	336.0	0.0	336.0
DOC-SOUTHERN MICHIGAN FACILITY	47/53	412.0	0.0	0.0	0.0	0.0	0.0	412.0	0.0	412.0
DOC-STANDISH MAXIMUM FACILITY	47/34	415.0	1.0	0.0	1.0	0.0	0.0	417.0	0.0	417.0

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 04
REPORT SEQUENCE: HRS_DEPT_CD_DESC, HRS_AGENCY_CD
TABLES USED: HRM_EMPLOYEE, HRM_POSITION_SUMMARY

ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS STATEWIDE WITH HRS DEPARTMENT AND AGENCY LEVEL DETAIL

PAY PERIOD NUMBER 26, ENDING DEC 18, 2004

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		FULL TIME	PART TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER			
DOC-THUMB FACILITY	47/25	362.0	0.0	0.0	1.0	0.0	0.0	363.0	0.0	363.0
DOC-WESTERN WAYNE FACILITY	47/17	25.0	0.0	0.0	0.0	0.0	0.0	25.0	0.0	25.0
CORRECTIONS TOTAL		16,338.0	33.0	7.0	68.0	0.0	32.0	16,478.0	1.5	16,476.5
EDUCATION	31/03	241.0	11.0	5.0	26.0	64.0	1.0	348.0	2.5	345.5
EDUCATION TOTAL		241.0	11.0	5.0	26.0	64.0	1.0	348.0	2.5	345.5
DEPARTMENT OF ENVIRONMENTAL QU	76/01	1,372.0	7.0	18.0	32.0	0.0	75.0	1,504.0	4.0	1,500.0
ENVIRONMENTAL QUALITY TOTAL		1,372.0	7.0	18.0	32.0	0.0	75.0	1,504.0	4.0	1,500.0
OFFICE OF THE GOVERNOR	01/01	1.0	0.0	0.0	41.0	0.0	3.0	45.0	0.0	45.0
EXECUTIVE OFFICE TOTAL		1.0	0.0	0.0	41.0	0.0	3.0	45.0	0.0	45.0
FIA - INSTITUTIONS	43/07	269.0	1.0	21.0	33.0	0.0	1.0	325.0	0.0	325.0
FIA-BERRIEN COUNTY	43/22	157.0	0.0	0.0	0.0	2.0	0.0	159.0	0.0	159.0
FIA-CALHOUN COUNTY	43/23	133.0	0.0	0.0	1.0	0.0	0.0	134.0	0.0	134.0
FIA-COUNTIES	43/08	2,132.0	0.0	1.0	75.0	3.0	0.0	2,211.0	1.0	2,210.0
FIA-FMLY IND CENTRAL OFFICE	43/01	1,708.0	8.0	21.0	65.0	1.0	7.0	1,810.0	5.0	1,805.0
FIA-GENESEE COUNTY	43/02	511.0	0.0	0.0	7.0	0.0	0.0	518.0	0.0	518.0
FIA-INGHAM COUNTY	43/12	232.0	0.0	0.0	2.0	1.0	0.0	235.0	0.0	235.0
FIA-JACKSON COUNTY	43/15	124.0	0.0	0.0	4.0	0.0	0.0	128.0	0.0	128.0
FIA-KALAMAZOO COUNTY	43/14	179.0	0.0	0.0	4.0	0.0	0.0	183.0	0.0	183.0
FIA-KENT COUNTY	43/03	362.0	0.0	0.0	15.0	0.0	0.0	377.0	0.5	376.5
FIA-MACOMB COUNTY	43/04	330.0	0.0	0.0	6.0	0.0	0.0	336.0	0.5	335.5
FIA-MAXEY TRAINING SCHOOL	43/11	318.0	0.0	0.0	3.0	0.0	0.0	321.0	0.0	321.0
FIA-MUSKEGON COUNTY	43/24	179.0	0.0	0.0	0.0	0.0	0.0	179.0	0.0	179.0
FIA-OAKLAND COUNTY	43/05	414.0	0.0	0.0	5.0	0.0	0.0	419.0	0.0	419.0
FIA-SAGINAW COUNTY	43/13	235.0	0.0	0.0	0.0	0.0	0.0	235.0	0.0	235.0
FIA-WASHTENAW	43/25	123.0	0.0	0.0	0.0	0.0	0.0	123.0	0.0	123.0
FIA-WAYNE COUNTY DSS	43/06	126.0	0.0	0.0	11.0	0.0	0.0	137.0	0.0	137.0
FIA-WAYNE COUNTY O.C.Y.S.	43/20	684.0	0.0	0.0	8.0	0.0	0.0	692.0	0.0	692.0
FIA-WAYNE COUNTY ZONE 3	43/18	451.0	0.0	0.0	5.0	0.0	0.0	456.0	0.0	456.0
FIA-WAYNE COUNTY ZONE 4	43/19	518.0	0.0	0.0	12.0	0.0	0.0	530.0	0.0	530.0
FIA-WAYNE COUNTY ZONE L	43/16	398.0	0.0	0.0	9.0	0.0	0.0	407.0	0.0	407.0

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FAMILY INDEPENDENCE AGENCY TOTAL		9,583.0	9.0	43.0	265.0	7.0	8.0	9,915.0	7.0	9,908.0
HISTORY ARTS AND LIBRARIES	25/01	182.0	2.0	5.0	6.0	4.0	57.0	256.0	2.5	253.5
HISTORY ARTS AND LIBRARIES TOTAL		182.0	2.0	5.0	6.0	4.0	57.0	256.0	2.5	253.5
DEPT OF INFORMATION TECHNOLOGY	08/01	1,647.0	4.0	3.0	29.0	0.0	48.0	1,731.0	0.0	1,731.0
INFORMATION TECHNOLOGY TOTAL		1,647.0	4.0	3.0	29.0	0.0	48.0	1,731.0	0.0	1,731.0
DEPT OF LABOR/ECONOMIC GROWTH	64/01	3,540.0	42.0	56.0	72.0	39.0	145.0	3,894.0	8.0	3,886.0
MES BOARD OF REVIEW	64/15	15.0	0.0	0.0	1.0	0.0	0.0	16.0	0.0	16.0
STRATEGIC FUND	07/40	194.0	3.0	11.0	11.0	0.0	49.0	268.0	1.0	267.0
LABOR & ECONOMIC GROWTH TOTAL		3,749.0	45.0	67.0	84.0	39.0	194.0	4,178.0	9.0	4,169.0
MGMT BUD CENTRAL OFFICE	07/01	902.0	18.0	3.0	48.0	0.0	34.0	1,005.0	6.5	998.5
MANAGEMENT & BUDGET TOTAL		902.0	18.0	3.0	48.0	0.0	34.0	1,005.0	6.5	998.5
D.J. JACOBETTI HOME FOR VETERA	51/03	143.0	5.0	2.0	0.0	2.0	4.0	156.0	1.0	155.0
GRAND RAPIDS HOME FOR VETERANS	51/02	469.0	2.0	15.0	1.0	7.0	3.0	497.0	0.0	497.0
MIL AFFR CENTRAL OFFICE	51/01	236.0	1.0	12.0	14.0	4.0	6.0	273.0	0.0	273.0
MILITARY AFFAIRS TOTAL		848.0	8.0	29.0	15.0	13.0	13.0	926.0	1.0	925.0
DEPARTMENT OF NATURAL RESOURCE	75/01	1,349.0	8.0	59.0	30.0	111.0	143.0	1,700.0	1.5	1,698.5
NATURAL RESOURCES TOTAL		1,349.0	8.0	59.0	30.0	111.0	143.0	1,700.0	1.5	1,698.5
DEPARTMENT OF STATE	23/01	1,265.0	0.0	424.0	16.0	0.0	147.0	1,852.0	0.0	1,852.0
STATE TOTAL		1,265.0	0.0	424.0	16.0	0.0	147.0	1,852.0	0.0	1,852.0
STATE POLICE	55/01	2,633.0	39.0	6.0	27.0	0.0	1.0	2,706.0	1.0	2,705.0
STATE POLICE TOTAL		2,633.0	39.0	6.0	27.0	0.0	1.0	2,706.0	1.0	2,705.0
BRIDGE AUTHORITIES-INTERNATION	59/03	32.0	0.0	2.0	0.0	0.0	9.0	43.0	0.0	43.0
BRIDGE AUTHORITIES-MACKINAC	59/02	49.0	0.0	30.0	1.0	0.0	5.0	85.0	0.0	85.0
TRANSPORTATION CENTRAL OFFICE	59/01	2,579.0	35.0	13.0	54.0	25.0	96.0	2,802.0	7.5	2,794.5

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TRANSPORTATION TOTAL		2,660.0	35.0	45.0	55.0	25.0	110.0	2,930.0	7.5	2,922.5
BUREAU OF STATE LOTTERY	27/95	157.0	0.0	1.0	2.0	0.0	3.0	163.0	0.0	163.0
GAMING CONTROL	27/07	89.0	1.0	0.0	7.0	0.0	8.0	105.0	0.5	104.5
TREASURY CENTRAL PAYROLL	27/01	1,225.0	5.0	10.0	23.0	4.0	31.0	1,298.0	0.5	1,297.5
TREASURY TOTAL		1,471.0	6.0	11.0	32.0	4.0	42.0	1,566.0	1.0	1,565.0
STATEWIDE TOTAL:		50,006.0	290.0	783.0	1,179.0	284.0	1,059.0	53,601.0	47.5	53,553.5

NOTE: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only.

Job Share positions are those occupied by two or more individuals scheduled to share a job by performing the duties which would normally be assigned to a single employee. Individuals sharing jobs can be Part Time, Permanent Intermittent, Limited Term, Seasonal, or Non-Career. For this report, the actual number of employees who Job Share are divided in half.

Full-Time Equated Employee Statistical Reporting System

Full-Time Equated Position Report

DEPARTMENT		FTE Positions Fiscal Year 2005 Appropriated (A)	FTE Positions 12/18/2004 (B)	FTE Positions 09/25/2004 (C)	Difference 12/18/2004 - 09/25/2004 (B - C)	Difference 12/18/2004 - Appropriated (B - A)
AGRICULTURE	Regular	743.0	642.6	652.1	-9.5	-100.4
	Overtime	0.0	0.3	4.8	-4.5	0.3
	Total	743.0	642.9	656.9	-14.0	-100.1
ATTORNEY GENERAL	Regular	558.0	515.1	494.7	20.3	-43.0
	Overtime	0.0	2.0	2.3	-0.3	2.0
	Total	558.0	517.0	497.0	20.0	-41.0
AUDITOR GENERAL	Regular	0.0	141.8	138.5	3.3	141.8
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	0.0	141.8	138.5	3.3	141.8
CAREER DEVELOPMENT	Regular	0.0	0.0	884.5	-884.5	0.0
	Overtime	0.0	0.0	3.7	-3.7	0.0
	Total	0.0	0.0	888.2	-888.2	0.0
CIVIL RIGHTS	Regular	136.0	130.1	129.9	0.2	-5.9
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	136.0	130.1	129.9	0.2	-5.9
CIVIL SERVICE	Regular	240.5	205.3	203.6	1.7	-35.2
	Overtime	0.0	0.0	0.2	-0.2	0.0
	Total	240.5	205.3	203.8	1.6	-35.2
COMMUNITY HEALTH	Regular	5,112.6	4,639.9	4,660.0	-20.0	-472.7
	Overtime	0.0	147.2	186.6	-39.4	147.2
	Total	5,112.6	4,787.1	4,846.5	-59.4	-325.5
CONSUMER & INDUSTRY SERVICES	Regular	0.0	0.0	2,726.0	-2,726.0	0.0
	Overtime	0.0	0.0	75.9	-75.9	0.0
	Total	0.0	0.0	2,801.9	-2,801.9	0.0
CORRECTIONS	Regular	17,753.8	16,355.3	16,328.7	26.6	-1,398.5
	Overtime	0.0	838.9	709.8	129.1	838.9
	Total	17,753.8	17,194.2	17,038.4	155.8	-559.6
EDUCATION	Regular	407.0	340.9	336.9	4.0	-66.1
	Overtime	0.0	2.1	0.8	1.3	2.1
	Total	407.0	343.0	337.7	5.3	-64.0

Full-Time Equated Employee Statistical Reporting System

Full-Time Equated Position Report

DEPARTMENT		FTE Positions Fiscal Year 2005 Appropriated (A)	FTE Positions 12/18/2004 (B)	FTE Positions 09/25/2004 (C)	Difference 12/18/2004 - 09/25/2004 (B - C)	Difference 12/18/2004 - Appropriated (B - A)
ENVIRONMENTAL QUALITY	Regular	1,564.2	1,442.6	1,422.4	20.2	-121.6
	Overtime	0.0	0.7	3.7	-3.0	0.7
	Total	1,564.2	1,443.3	1,426.1	17.2	-120.9
EXECUTIVE OFFICE	Regular	74.2	41.6	38.6	2.9	-32.6
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	74.2	41.6	38.6	2.9	-32.6
FAMILY INDEPENDENCE AGENCY	Regular	10,302.0	9,842.1	9,839.0	3.1	-459.9
	Overtime	0.0	123.4	336.5	-213.2	123.4
	Total	10,302.0	9,965.4	10,175.5	-210.1	-336.6
HISTORY ARTS AND LIBRARIES	Regular	232.0	208.7	240.6	-31.9	-23.3
	Overtime	0.0	0.0	0.2	-0.2	0.0
	Total	232.0	208.7	240.8	-32.1	-23.3
INFORMATION TECHNOLOGY	Regular	1,756.4	1,698.9	1,684.2	14.7	-57.5
	Overtime	0.0	16.3	20.1	-3.7	16.3
	Total	1,756.4	1,715.2	1,704.3	10.9	-41.2
LABOR & ECONOMIC GROWTH	Regular	4,248.5	3,770.9	100.1	3,670.8	-477.6
	Overtime	0.0	99.3	1.9	97.3	99.3
	Total	4,248.5	3,870.1	102.0	3,768.1	-378.4
MANAGEMENT & BUDGET	Regular	725.0	1,196.9	1,208.8	-11.9	471.9
	Overtime	0.0	9.6	6.7	2.9	9.6
	Total	725.0	1,206.5	1,215.5	-9.0	481.5
MILITARY AFFAIRS	Regular	1,016.0	907.9	902.6	5.3	-108.1
	Overtime	0.0	28.7	41.9	-13.2	28.7
	Total	1,016.0	936.6	944.5	-7.9	-79.4
NATURAL RESOURCES	Regular	2,064.5	1,559.7	2,164.7	-604.9	-504.8
	Overtime	0.0	13.0	75.4	-62.4	13.0
	Total	2,064.5	1,572.7	2,240.0	-667.3	-491.8
STATE	Regular	1,851.8	1,641.4	1,750.3	-108.9	-210.4
	Overtime	0.0	3.4	25.6	-22.2	3.4
	Total	1,851.8	1,644.8	1,775.9	-131.1	-207.0

Full-Time Equated Employee Statistical Reporting System

Full-Time Equated Position Report

DEPARTMENT		FTE Positions Fiscal Year 2005 Appropriated (A)	FTE Positions 12/18/2004 (B)	FTE Positions 09/25/2004 (C)	Difference 12/18/2004 - 09/25/2004 (B - C)	Difference 12/18/2004 - Appropriated (B - A)
STATE POLICE	Regular	2,948.0	2,676.1	2,659.5	16.6	-271.9
	Overtime	0.0	119.7	226.5	-106.8	119.7
	Total	2,948.0	2,795.9	2,886.0	-90.1	-152.2
TRANSPORTATION	Regular	3,031.3	2,846.2	2,896.8	-50.6	-185.1
	Overtime	0.0	103.2	170.7	-67.5	103.2
	Total	3,031.3	2,949.4	3,067.5	-118.1	-81.9
TREASURY	Regular	1,653.5	1,544.4	1,525.1	19.2	-109.1
	Overtime	0.0	1.5	4.9	-3.4	1.5
	Total	1,653.5	1,545.8	1,530.0	15.8	-107.7
STATEWIDE TOTALS	Total Regular	56,418.3	52,348.3	52,987.5	-639.2	-4,070.0
	Total Overtime	0	1,509.2	1,898.2	-388.9	1,509.2
	Grand Total	56,418.3	53,857.5	54,885.7	-1,028.1	-2,560.8

Note: Regular FTE's are the number of full-time equated positions based on regular time pay codes (total regular hours worked divided by 80). Overtime FTE's are the number of full-time equated positions based on overtime pay codes (total overtime hours worked divided by 80). Prior to FY2001 total overtime hours worked were multiplied by 1.5, then divided by 80). Overtime FTE's are not appropriated as a separate category.

Source: Appropriated Position Figures - DMB, Office of the Budget. FTE Positions - MAIN, MIDB.

NUMBER AND PERCENT OF CLASSIFIED EMPLOYEES BY DEPARTMENT

DEPARTMENT	Pay Period Ending 9/25/04		Pay Period Ending 12/18/2004	
	NUMBER OF EMPLOYEES	PERCENT OF TOTAL CLASSIFIED EMPLOYEES	NUMBER OF EMPLOYEES	PERCENT OF TOTAL CLASSIFIED EMPLOYEES
Agriculture	696.5	1.3%	691.5	1.3%
Attorney General	508.0	0.9%	522.0	1.0%
Auditor General	147.0	0.3%	147.0	0.3%
Career Development	907.0	1.6%	0.0	0.0%
Civil Rights	134.0	0.2%	134.0	0.3%
Civil Service	212.0	0.4%	211.0	0.4%
Community Health	4,804.0	8.7%	4,753.0	8.9%
Consumer and Industry Services	2,841.0	5.2%	0.0	0.0%
Corrections	16,525.0	30.0%	16,476.5	30.8%
Education	341.5	0.6%	345.5	0.6%
Environmental Quality	1,492.0	2.7%	1,500.0	2.8%
Executive Office	44.0	0.1%	45.0	0.1%
Family Independence Agency	10,024.0	18.2%	9,908.0	18.5%
History Arts and Libraries	302.5	0.5%	253.6	0.5%
Information Technology	1,741.0	3.2%	1,731.0	3.2%
Labor and Economic Growth	101.0	0.2%	4,169.0	7.8%
Management and Budget	1,280.5	2.3%	998.5	1.9%
Military & Veterans Affairs	948.0	1.7%	925.0	1.7%
Natural Resources	2,848.5	5.2%	1,698.5	3.2%
State	1,856.5	3.4%	1,852.0	3.5%
State Police	2,696.5	4.9%	2,705.0	5.1%
Transportation	3,032.5	5.5%	2,922.5	5.5%
Treasury	1,560.0	2.8%	1,565.0	2.9%
TOTAL	55,043.0	100.0%	53,553.6	100.0%

Source: MAIN, MIDB Civil Service HWF03, pay period ending 9-25-04 and 12-18-04.

FISCAL YEAR TO DATE AVERAGE NUMBER OF CLASSIFIED EMPLOYEES BY HRS DEPARTMENT

PAY PERIOD NUMBER 26 , ENDING DEC 18, 2004

HRS DEPARTMENT	CURRENT PAY TOTAL EMPLOYEES	NUMBER OF PAY PERIODS	FYTD AVERAGE NO. OF EMPLOYEES
AGRICULTURE	691.5	6	697.7
ATTORNEY GENERAL	522.0	6	513.2
AUDITOR GENERAL	147.0	6	147.2
CAREER DEVELOPMENT	0.0	6	151.3
CIVIL RIGHTS	134.0	6	133.5
CIVIL SERVICE	211.0	6	211.2
COMMUNITY HEALTH	4,753.0	6	4,757.8
CONSUMER & INDUSTRY SERVICES	0.0	6	946.2
CORRECTIONS	16,476.5	6	16,479.9
EDUCATION	345.5	6	344.0
ENVIRONMENTAL QUALITY	1,500.0	6	1,494.0
EXECUTIVE OFFICE	45.0	6	44.0
FAMILY INDEPENDENCE AGENCY	9,908.0	6	9,969.3
HISTORY ARTS AND LIBRARIES	253.5	6	265.5
INFORMATION TECHNOLOGY	1,731.0	6	1,735.7
LABOR & ECONOMIC GROWTH	4,169.0	6	3,034.0
MANAGEMENT & BUDGET	998.5	6	1,004.3
MILITARY AFFAIRS	925.0	6	941.3
NATURAL RESOURCES	1,698.5	6	2,026.7
STATE	1,852.0	6	1,855.9
STATE POLICE	2,705.0	6	2,699.3
TRANSPORTATION	2,922.5	6	2,964.3
TREASURY	1,565.0	6	1,559.5
GRAND TOTAL:	53,553.5		53,975.6

This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only. For this report, the number of employees who Job Share are divided in half. Job Share positions are those occupied by two or more individuals scheduled to share a job by performing the duties which would normally be assigned to a single employee.

MAIN MIDB CIVIL SERVICE WORKFORCE 09

REPORT SEQUENCE: HRS_DEPT_CD_DESC

TABLES USED: VTS_HRM_EMP_COMMON, PROFILE_HRS_DEPT_AGENCY, VTS_PROFILE_HRS_PAY_PERIOD

SECTION TWO

CHARACTERISTICS OF CLASSIFIED EMPLOYEES

AVERAGE AGE, PAY RATE, AND LONGEVITY ANALYSIS BY HRS DEPARTMENT

PAY PERIOD ENDING DECEMBER 18, 2004

HRS DEPARTMENT NAME	NUMBER OF EMPLOYEES	PERCENT OF CLASSIFIED EMPLOYEES	AVERAGE AGE	AVERAGE HOURLY PAY RATE	COUNT OF EMPLOYEES RECEIVING LONGEVITY	PERCENT OF DEPT. ELIGIBLE FOR LONGEVITY
AGRICULTURE	692	1%	43.4	\$23.41	382	55%
ATTORNEY GENERAL	522	1%	46.6	\$33.35	367	70%
AUDITOR GENERAL	147	0%	38.8	\$31.01	103	70%
CIVIL RIGHTS	134	0%	44.1	\$25.41	82	61%
CIVIL SERVICE	212	0%	46.1	\$26.12	158	75%
COMMUNITY HEALTH	4,787	9%	46.4	\$23.60	3,280	69%
CORRECTIONS	16,549	31%	43.6	\$22.46	13,150	79%
EDUCATION	348	1%	49.0	\$26.98	217	62%
ENVIRONMENTAL QUALITY	1,504	3%	44.2	\$26.08	1,076	72%
EXECUTIVE OFFICE	45	0%	36.3	\$22.04	5	11%
FAMILY INDEPENDENCE AGENCY	9,931	18%	46.5	\$22.61	7,494	75%
HISTORY ARTS AND LIBRARIES	256	0%	43.1	\$21.01	140	55%
INFORMATION TECHNOLOGY	1,733	3%	45.3	\$27.48	1,297	75%
LABOR & ECONOMIC GROWTH	4,178	8%	46.2	\$23.82	2,784	67%
MANAGEMENT & BUDGET	1,007	2%	45.5	\$24.19	735	73%
MILITARY AFFAIRS	928	2%	46.2	\$20.63	634	68%
NATURAL RESOURCES	1,702	3%	43.3	\$22.18	1,159	68%
STATE	1,855	3%	44.8	\$20.04	1,237	67%
STATE POLICE	2,710	5%	40.4	\$26.32	2,183	81%
TRANSPORTATION	2,938	5%	43.4	\$23.64	1,966	67%
TREASURY	1,567	3%	45.2	\$23.70	1,028	66%
STATEWIDE TOTALS	53,745	100%	44.7	\$23.35	39,477	73%

NOTE: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, workers compensation or non career in primary positions only.

ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN INSURANCE PLANS BY DEPARTMENT
PAY PERIOD ENDING DECEMBER 18, 2004

Department	Total Employees	Health						Dental						Vision	
		State Sponsored Health	%	Health Maintenance	%	Catastrophic Health	%	State Sponsored Dental	%	Dental Maintenance	%	Preventive Dental	%	State Sponsored Vision	%
AGRICULTURE	692	349	50%	251	36%	11	2%	598	86%	14	2%	3	0%	618	89%
ATTORNEY GENERAL	522	258	49%	212	41%	6	1%	479	92%	10	2%	2	0%	495	95%
AUDITOR GENERAL	147	36	24%	86	59%	9	6%	126	86%	2	1%	1	1%	130	88%
CIVIL RIGHTS	134	81	60%	42	31%	3	2%	123	92%	4	3%	1	1%	128	96%
CIVIL SERVICE	212	88	42%	99	47%	1	0%	187	88%	5	2%	0	0%	191	90%
COMMUNITY HEALTH	4,787	2,773	58%	1,547	32%	62	1%	4,257	89%	151	3%	15	0%	4,432	93%
CORRECTIONS	16,549	9,951	60%	5,464	33%	141	1%	15,319	93%	309	2%	33	0%	15,670	95%
EDUCATION	348	166	48%	140	40%	9	3%	305	88%	7	2%	5	1%	320	92%
ENVIRONMENTAL QUALITY	1,504	670	45%	652	43%	23	2%	1,318	88%	30	2%	8	1%	1,360	90%
EXECUTIVE OFFICE	45	23	51%	11	24%	0	0%	36	80%	0	0%	0	0%	36	80%
FAMILY INDEPENDENCE AGENCY	9,931	5,729	58%	3,587	36%	117	1%	9,152	92%	333	3%	36	0%	9,522	96%
HISTORY ARTS AND LIBRARIES	256	90	35%	97	38%	0	0%	183	71%	5	2%	1	0%	188	73%
INFORMATION TECHNOLOGY	1,733	663	38%	899	52%	24	1%	1,524	88%	58	3%	5	0%	1,595	92%
LABOR & ECONOMIC GROWTH	4,179	2,000	48%	1,626	39%	81	2%	3,547	85%	167	4%	19	0%	3,746	90%
MANAGEMENT & BUDGET	1,007	315	31%	577	57%	14	1%	896	89%	16	2%	1	0%	916	91%
MILITARY AFFAIRS	928	364	39%	481	52%	17	2%	866	93%	3	0%	1	0%	870	94%
NATURAL RESOURCES	1,704	1,088	64%	357	21%	28	2%	1,459	86%	14	1%	7	0%	1,488	87%
STATE	1,855	859	46%	728	39%	26	1%	1,574	85%	50	3%	9	0%	1,635	88%
STATE POLICE	2,710	2,063	76%	507	19%	21	1%	2,574	95%	27	1%	6	0%	2,605	96%
TRANSPORTATION	2,938	1,594	54%	1,049	36%	40	1%	2,658	90%	31	1%	8	0%	2,699	92%
TREASURY	1,567	612	39%	769	49%	38	2%	1,360	87%	61	4%	11	1%	1,437	92%
STATEWIDE TOTALS:	53,748	29,772	55%	19,181	36%	671	1%	48,541	90%	1,297	2%	172	0%	50,081	93%

NOTE: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, non career or on workers compensation in primary positions only.

ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN STATE SPONSORED INSURANCE PLANS BY DEPARTMENT
PAY PERIOD ENDING DECEMBER 18, 2004

Department	Total Employees	Disability Insurance				Life Insurance				Long Term Care Insurance	
		Aetna	%	Reliastar	%	United of Omaha	%	United Of Omaha Reduced Life	%	Met Life	%
AGRICULTURE	692	539	78%	0	0%	608	88%	42	6%	89	13%
ATTORNEY GENERAL	522	442	85%	0	0%	500	96%	19	4%	101	19%
AUDITOR GENERAL	147	128	87%	0	0%	121	82%	21	14%	32	22%
CIVIL RIGHTS	134	120	90%	0	0%	115	86%	14	10%	27	20%
CIVIL SERVICE	212	190	90%	0	0%	191	90%	15	7%	76	36%
COMMUNITY HEALTH	4,787	4,324	90%	0	0%	4,440	93%	250	5%	576	12%
CORRECTIONS	16,549	15,906	96%	0	0%	16,031	97%	479	3%	1,065	6%
EDUCATION	348	273	78%	0	0%	317	91%	30	9%	82	24%
ENVIRONMENTAL QUALITY	1,504	1,240	82%	0	0%	1,304	87%	124	8%	244	16%
EXECUTIVE OFFICE	45	19	42%	0	0%	33	73%	9	20%	2	4%
FAMILY INDEPENDENCE AGENCY	9,931	9,448	95%	0	0%	9,397	95%	522	5%	1,453	15%
HISTORY ARTS AND LIBRARIES	256	164	64%	0	0%	181	71%	18	7%	58	23%
INFORMATION TECHNOLOGY	1,733	1,464	84%	49	3%	1,492	86%	105	6%	283	16%
LABOR & ECONOMIC GROWTH	4,179	3,484	83%	4	0%	3,684	88%	285	7%	645	15%
MANAGEMENT & BUDGET	1,007	872	87%	0	0%	915	91%	58	6%	166	16%
MILITARY AFFAIRS	928	789	85%	0	0%	878	95%	35	4%	72	8%
NATURAL RESOURCES	1,704	1,399	82%	0	0%	1,479	87%	82	5%	196	12%
STATE	1,855	1,478	80%	0	0%	1,599	86%	109	6%	254	14%
STATE POLICE	2,710	2,479	91%	1,711	63%	4	0%	117	4%	231	9%
TRANSPORTATION	2,938	2,521	86%	0	0%	2,634	90%	192	7%	316	11%
TREASURY	1,567	1,325	85%	0	0%	1,428	91%	92	6%	226	14%
STATEWIDE TOTALS:	53,748	48,604	90%	1,764	3%	47,351	88%	2,618	5%	6,194	12%

NOTE: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, non career or on workers compensation in primary positions only.

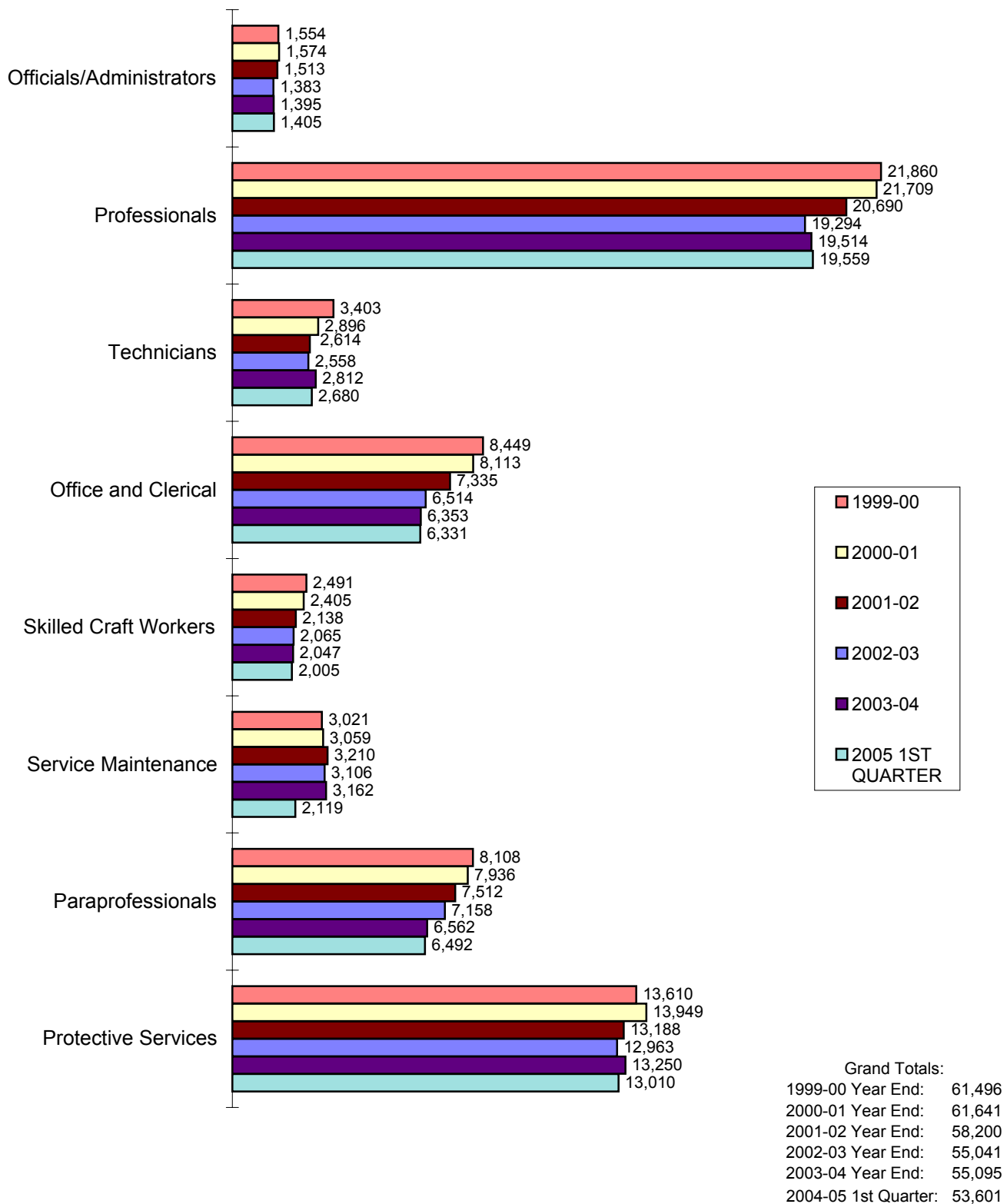
AGE DISTRIBUTION FOR CLASSIFIED EMPLOYEES BY HRS DEPARTMENT AND STATEWIDE

PAY PERIOD ENDING DEC 18, 2004

HRS DEPARTMENT	19 & UNDER	20 - 24	25 - 29	30 - 34	35 - 39	40 - 44	45 - 49	50 - 54	55 - 59	60 - 64	65 - 69	70 & OVER	TOTAL
AGRICULTURE	2	45	76	54	62	110	113	136	66	20	8	0	692
ATTORNEY GENERAL	0	5	25	49	63	64	98	97	84	31	6	0	522
AUDITOR GENERAL	2	8	24	23	20	28	21	13	6	2	0	0	147
CIVIL RIGHTS	0	6	14	15	15	13	18	28	19	6	0	0	134
CIVIL SERVICE	1	1	14	21	15	32	42	41	38	5	2	0	212
COMMUNITY HEALTH	12	150	228	315	405	585	1,082	1,132	601	204	33	7	4,754
CORRECTIONS	4	159	955	2,172	2,651	3,066	3,027	2,699	1,361	327	51	6	16,478
EDUCATION	0	4	17	14	21	26	84	91	62	25	2	2	348
ENVIRONMENTAL QUALITY	9	65	117	135	139	232	291	321	150	37	7	1	1,504
EXECUTIVE OFFICE	1	6	10	9	0	9	3	3	3	1	0	0	45
FAMILY INDEPENDENCE AGENCY	0	67	632	918	921	1,089	1,924	2,604	1,377	321	48	14	9,915
HISTORY ARTS AND LIBRARIES	9	24	11	26	38	19	34	48	31	12	1	3	256
INFORMATION TECHNOLOGY	8	46	85	143	179	299	362	355	190	57	6	1	1,731
LABOR & ECONOMIC GROWTH	29	170	250	298	343	495	810	901	617	203	41	21	4,178
MANAGEMENT & BUDGET	5	34	52	75	89	136	221	268	91	30	3	1	1,005
MILITARY AFFAIRS	2	17	44	71	99	145	181	217	102	33	10	5	926
NATURAL RESOURCES	8	71	149	205	193	245	321	301	150	43	8	6	1,700
STATE	8	97	114	140	168	289	349	407	211	57	7	5	1,852
STATE POLICE	1	39	276	538	500	511	414	286	112	22	5	2	2,706
TRANSPORTATION	5	134	252	284	366	451	548	526	281	67	15	1	2,930
TREASURY	6	58	98	132	143	232	310	328	188	55	13	3	1,566
STATEWIDE TOTAL	112	1,206	3,443	5,637	6,430	8,076	10,253	10,802	5,740	1,558	266	78	53,601
AVERAGE AGE	19.24	23.08	27.74	32.69	37.54	42.55	47.63	52.36	57.06	61.83	66.74	74.39	44.63

NOTE: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only.

EMPLOYMENT TREND OF JOB CATEGORIES
Fiscal Years 1999-00 through First Quarter 2004-05



Source: MAIN MIDB Civil Service HWF27

ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY

Pay Period Ending Date: December 18, 2004

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
ALCONA	13	1	14
ALGER	378	8	386
ALLEGAN	191	58	249
ALPENA	129	12	141
ANTRIM	26	1	27
ARENAC	362	13	375
BARAGA	442	7	449
BARRY	78	5	83
BAY	277	31	308
BENZIE	24	8	32
BERRIEN	388	33	421
BRANCH	746	11	757
CALHOUN	326	22	348
CASS	70	3	73
CHARLEVOIX	20	20	40
CHEBOYGAN	84	16	100
CHIPPEWA	1,292	33	1,325
CLARE	43	14	57
CLINTON	121	52	173
CRAWFORD	236	48	284
DELTA	206	28	234
DICKINSON	49	7	56
EATON	2,863	195	3,058
EMMET	80	13	93
GENESEE	828	94	922
GLADWIN	46	8	54
GOGEBIC	288	11	299
GRAND TRAVERSE	511	30	541
GRATIOT	889	11	900
HILLSDALE	59	7	66
HOUGHTON	116	17	133
HURON	41	8	49
INGHAM	9,812	1,194	11,006
IONIA	1,940	37	1,977
IOSCO	53	8	61
IRON	119	4	123
ISABELLA	528	94	622
JACKSON	2,712	40	2,752
KALAMAZOO	1,006	119	1,125
KALKASKA	56	5	61
KENT	1,615	112	1,727
KEWEENAW	1	5	6
LAKE	46	3	49
LAPEER	408	46	454
LEELANAU	2	3	5

MAIN MIDB CIVIL SERVICE WORKFORCE 55

This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, non career or on workers compensation in primary positions only.

ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY

Pay Period Ending Date: December 18, 2004

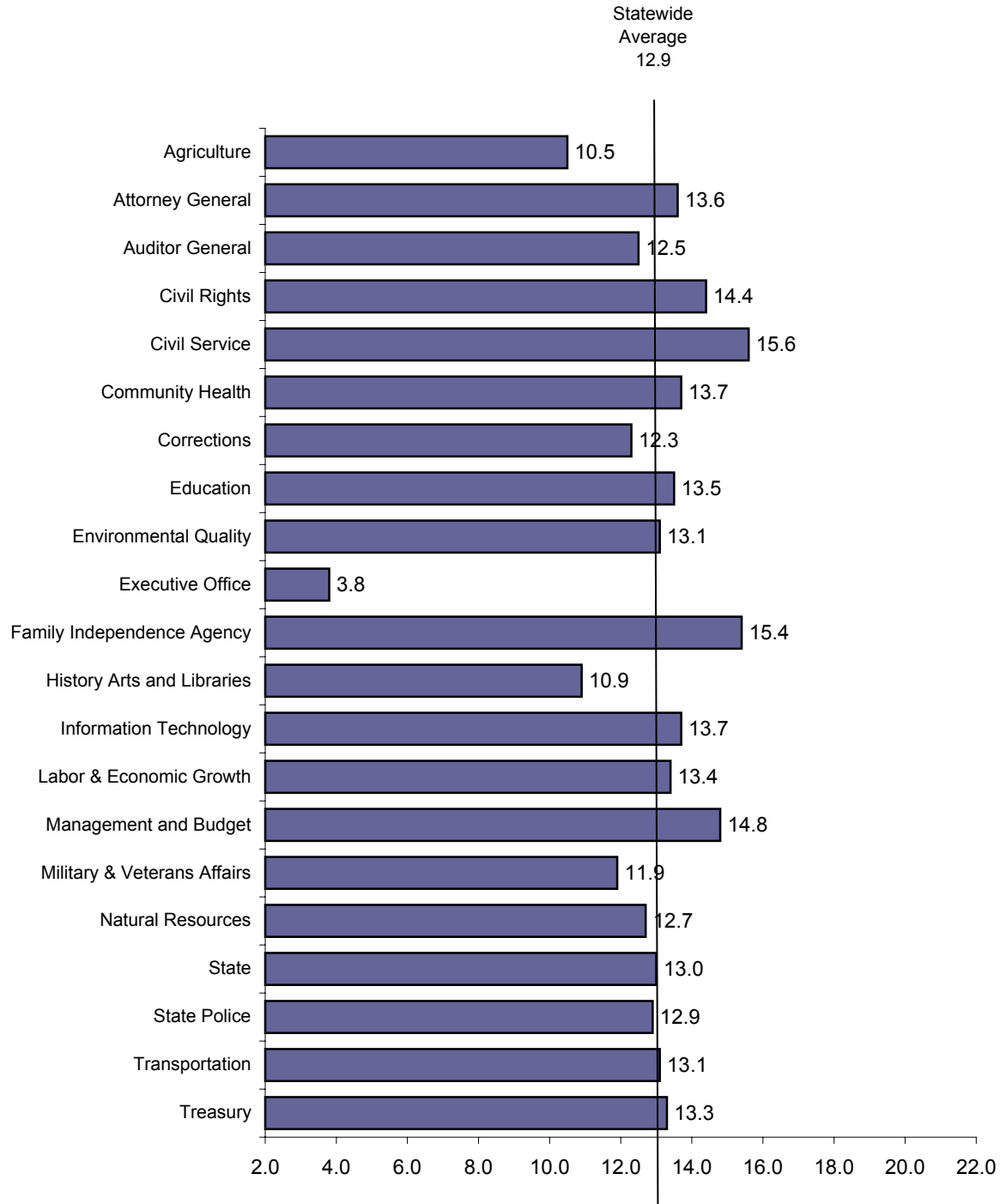
COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
LENAWEE	773	64	837
LIVINGSTON	586	32	618
LUCE	430	8	438
MACKINAC	129	52	181
MACOMB	1,051	68	1,119
MANISTEE	385	14	399
MARQUETTE	860	46	906
MASON	66	5	71
MECOSTA	50	5	55
MENOMINEE	46	7	53
MIDLAND	72	8	80
MISSAUKEE	46	3	49
MONROE	164	26	190
MONTCALM	650	11	661
MONTMORENCY	50	9	59
MUSKEGON	1,098	28	1,126
NEWAYGO	73	6	79
OAKLAND	1,018	119	1,137
OCEANA	57	6	63
OGEMAW	63	9	72
ONTONAGON	27		27
OSCEOLA	83	6	89
OSCODA	24	5	29
OTSEGO	249	20	269
OTTAWA	165	18	183
OUT OF STATE	52	5	57
PRESQUE ISLE	17	3	20
ROSCOMMON	141	28	169
SAGINAW	1,095	33	1,128
SANILAC	49	5	54
SCHOOLCRAFT	45	11	56
SHIAWASSEE	82	11	93
STATEWIDE	777	43	820
ST CLAIR	219	33	252
ST JOSEPH	89	8	97
TUSCOLA	555	70	625
VAN BUREN	246	19	265
WASHTENAW	1,687	64	1,751
WAYNE	7,048	322	7,370
WEXFORD	169	17	186
Grand Total:	50,006	3,742	53,748

MAIN MIDB CIVIL SERVICE WORKFORCE 55

This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, non career or on workers compensation in primary positions only.

SECTION THREE

EMPLOYEE CONTINUITY OVERVIEW

AVERAGE YEARS OF SERVICE BY DEPARTMENT**Pay Period Ending December 18, 2004**

Note: Years of service computed for this report do not include service credit for military service, college/university, county, or unclassified employment.

Comment: MAIN MIDB Civil Service HWF18, Classified Employee Distribution by Department and Years of Service, pay period ending 12-18-04.

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING DEC 18, 2004

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
AGRICULTURE																
LESS THAN 6 YEARS	142	133	7	6	3	1	3	2	1	3	2	1	158	146	2	0
6 - 10 YEARS	47	35	3	6	0	2	0	2	0	1	0	0	50	46	0	2
11- 15 YEARS	49	43	0	2	0	1	1	2	1	3	0	0	51	51	1	0
16 - 20 YEARS	35	29	1	5	0	0	0	0	0	0	0	0	36	34	3	2
21 - 25 YEARS	10	20	1	4	0	0	1	0	1	0	0	0	13	24	0	2
26 - 30 YEARS	27	20	2	1	0	0	1	1	0	0	0	0	30	22	0	3
31 - 35 YEARS	17	6	0	3	0	0	0	0	2	0	0	0	19	9	2	1
36 - 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
MORE THAN 40 YEARS	1	1	0	0	0	0	0	0	0	0	0	0	1	1	0	0
DEPARTMENT TOTAL	329	287	14	27	3	4	6	7	5	7	2	1	359	333	8	10
MORE THAN 10 YEARS	140	119	4	15	0	1	3	3	4	3	0	0	151	141	6	8
AVERAGE YEARS	10.7	10.0	9.8	15.3	2.3	8.5	10.8	10.1	21.8	8.0	1.0	2.0	10.7	10.4	16.6	21.3
DEPARTMENT AVERAGE YEARS				10.5												

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
REPORT SEQUENCE: DEPT_CD_DESC
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING DEC 18, 2004

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
ATTORNEY GENERAL																
LESS THAN 6 YEARS	41	81	12	14	0	0	0	3	0	1	0	0	53	99	0	0
6 - 10 YEARS	33	49	1	9	0	0	1	1	0	1	0	0	35	60	0	0
11- 15 YEARS	18	23	1	0	0	0	0	1	0	0	0	0	19	24	0	0
16 - 20 YEARS	33	38	3	7	0	0	0	3	1	0	0	0	37	48	1	3
21 - 25 YEARS	18	23	2	2	0	0	1	0	0	0	0	0	21	25	0	2
26 - 30 YEARS	39	27	3	3	0	1	1	0	0	0	0	0	43	31	2	1
31 - 35 YEARS	17	5	0	1	0	0	0	0	0	0	0	0	17	6	1	0
36 - 40 YEARS	3	1	0	0	0	0	0	0	0	0	0	0	3	1	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	202	247	22	36	0	1	3	8	1	2	0	0	228	294	4	6
MORE THAN 10 YEARS	128	117	9	13	0	1	2	4	1	0	0	0	140	135	4	6
AVERAGE YEARS	16.5	12.1	10.1	10.7	0.0	26.0	20.3	9.9	16.0	5.5	0.0	0.0	15.9	11.9	27.0	21.7

DEPARTMENT AVERAGE YEARS **13.6**

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING DEC 18, 2004

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
AUDITOR GENERAL																
LESS THAN 6 YEARS	11	18	0	1	0	0	0	1	0	1	0	0	11	21	0	0
6 - 10 YEARS	19	26	1	2	0	0	0	0	0	0	0	0	20	28	0	0
11- 15 YEARS	3	10	0	1	0	0	0	0	0	0	0	0	3	11	0	0
16 - 20 YEARS	9	14	2	0	0	0	0	0	0	0	0	0	11	14	0	2
21 - 25 YEARS	7	4	0	0	0	0	0	0	0	0	0	0	7	4	0	1
26 - 30 YEARS	6	1	1	0	0	0	0	0	0	0	0	0	7	1	0	0
31 - 35 YEARS	7	0	0	0	0	0	0	0	0	0	0	0	7	0	1	0
36 - 40 YEARS	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	64	73	4	4	0	0	0	1	0	1	0	0	68	79	1	3
MORE THAN 10 YEARS	34	29	3	1	0	0	0	0	0	0	0	0	37	30	1	3
AVERAGE YEARS	15.7	10.0	17.3	8.0	0.0	0.0	0.0	0.0	0.0	4.0	0.0	0.0	15.8	9.7	31.0	19.7

DEPARTMENT AVERAGE YEARS **12.5**

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
REPORT SEQUENCE: DEPT_CD_DESC
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING DEC 18, 2004

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
CIVIL RIGHTS																
LESS THAN 6 YEARS	7	12	7	17	0	0	0	4	0	2	0	0	14	35	0	0
6 - 10 YEARS	2	3	3	7	0	1	0	0	0	1	0	0	5	12	0	0
11- 15 YEARS	1	2	0	6	0	0	1	1	0	1	0	0	2	10	0	1
16 - 20 YEARS	1	3	2	4	0	0	1	0	0	0	0	0	4	7	0	0
21 - 25 YEARS	2	4	0	4	0	0	0	0	0	0	0	0	2	8	0	1
26 - 30 YEARS	3	4	1	4	0	0	3	2	0	0	0	0	7	10	0	0
31 - 35 YEARS	2	5	4	4	0	0	0	0	1	0	0	0	7	9	0	0
36 - 40 YEARS	0	1	0	1	0	0	0	0	0	0	0	0	0	2	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	18	34	17	47	0	1	5	7	1	4	0	0	41	93	0	2
MORE THAN 10 YEARS	9	19	7	23	0	0	5	3	1	1	0	0	22	46	0	2
AVERAGE YEARS	14.7	16.0	14.1	13.2	0.0	7.0	23.0	11.4	32.0	5.0	0.0	0.0	15.9	13.7	0.0	18.5

DEPARTMENT AVERAGE YEARS **14.4**

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
REPORT SEQUENCE: DEPT_CD_DESC
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING DEC 18, 2004

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
CIVIL SERVICE																
LESS THAN 6 YEARS	6	32	0	9	0	1	0	3	0	1	0	0	6	46	0	0
6 - 10 YEARS	3	21	1	2	0	1	0	0	0	0	0	0	4	24	0	1
11- 15 YEARS	4	16	0	0	0	1	0	0	0	3	0	0	4	20	0	0
16 - 20 YEARS	8	17	0	8	0	1	0	4	0	0	0	0	8	30	2	2
21 - 25 YEARS	3	7	1	6	0	0	0	0	0	0	0	0	4	13	0	0
26 - 30 YEARS	7	25	2	2	2	0	0	1	0	0	0	0	11	28	3	4
31 - 35 YEARS	5	6	1	1	0	0	0	0	0	0	0	0	6	7	0	0
36 - 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	36	125	5	28	2	4	0	8	0	4	0	0	43	169	5	7
MORE THAN 10 YEARS	27	72	4	17	2	2	0	5	0	3	0	0	33	99	5	6
AVERAGE YEARS	18.5	14.8	23.4	15.2	28.0	12.3	0.0	13.5	0.0	11.8	0.0	0.0	19.5	14.7	24.8	22.7

DEPARTMENT AVERAGE YEARS **15.6**

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
REPORT SEQUENCE: DEPT_CD_DESC
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING DEC 18, 2004

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
COMMUNITY HEALTH																
LESS THAN 6 YEARS	360	659	114	214	4	5	14	16	16	23	6	10	514	927	3	3
6 - 10 YEARS	262	351	45	92	5	5	11	8	11	17	0	0	334	473	4	6
11- 15 YEARS	89	212	32	64	0	1	8	5	5	15	0	0	134	297	7	18
16 - 20 YEARS	157	295	40	113	2	4	8	18	10	21	0	0	217	451	27	23
21 - 25 YEARS	157	233	57	96	2	2	5	6	5	6	0	0	226	343	18	32
26 - 30 YEARS	229	289	57	67	1	6	5	11	7	6	0	0	299	379	19	21
31 - 35 YEARS	51	71	6	10	0	0	1	0	0	1	0	0	58	82	6	2
36 - 40 YEARS	7	7	1	3	0	0	0	1	0	0	0	0	8	11	1	2
MORE THAN 40 YEARS	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0
DEPARTMENT TOTAL	1,312	2,117	352	660	14	23	52	65	54	89	6	10	1,790	2,964	85	107
MORE THAN 10 YEARS	690	1,107	193	354	5	13	27	41	27	49	0	0	942	1,564	78	98
AVERAGE YEARS	14.5	13.4	14.0	13.2	12.4	15.1	12.5	15.0	12.7	12.4	0.8	0.9	14.2	13.3	21.7	20.3

DEPARTMENT AVERAGE YEARS	13.7
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MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
REPORT SEQUENCE: DEPT_CD_DESC
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING DEC 18, 2004

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
CORRECTIONS																
LESS THAN 6 YEARS	1,839	979	239	324	32	14	36	38	13	4	26	13	2,185	1,372	7	1
6 - 10 YEARS	2,287	985	262	355	65	25	75	33	7	6	0	0	2,696	1,404	13	11
11- 15 YEARS	1,633	596	165	145	33	11	35	19	8	1	0	0	1,874	772	56	32
16 - 20 YEARS	2,672	762	369	357	84	17	53	20	6	5	0	0	3,184	1,161	179	60
21 - 25 YEARS	480	207	73	73	10	5	7	4	0	1	0	0	570	290	52	24
26 - 30 YEARS	515	205	55	52	7	1	6	4	0	0	0	0	583	262	60	12
31 - 35 YEARS	64	33	9	9	1	0	2	0	0	0	0	0	76	42	6	1
36 - 40 YEARS	3	2	1	0	0	0	0	0	0	0	0	0	4	2	0	0
MORE THAN 40 YEARS	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0
DEPARTMENT TOTAL	9,493	3,769	1,174	1,315	232	73	214	118	34	17	26	13	11,173	5,305	373	141
MORE THAN 10 YEARS	5,367	1,805	673	636	135	34	103	47	14	7	0	0	6,292	2,529	353	129
AVERAGE YEARS	12.7	11.6	12.9	11.8	12.8	11.3	11.9	10.2	9.2	10.8	2.3	1.8	12.7	11.6	19.2	18.0

DEPARTMENT AVERAGE YEARS **12.3**

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
 REPORT SEQUENCE: DEPT_CD_DESC
 TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING DEC 18, 2004

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
EDUCATION																
LESS THAN 6 YEARS	38	76	1	4	0	0	0	1	0	0	0	0	39	81	0	0
6 - 10 YEARS	12	36	1	4	0	0	0	0	0	0	0	0	13	40	0	0
11- 15 YEARS	5	20	0	0	0	0	0	1	0	0	0	0	5	21	0	1
16 - 20 YEARS	4	33	0	4	0	0	1	2	0	1	0	0	5	40	0	1
21 - 25 YEARS	2	18	1	0	0	1	0	2	0	0	0	0	3	21	1	3
26 - 30 YEARS	14	35	0	5	0	0	0	0	0	0	0	0	14	40	2	1
31 - 35 YEARS	1	20	0	2	0	0	0	0	0	0	0	0	1	22	0	3
36 - 40 YEARS	0	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
DEPARTMENT TOTAL	77	240	3	19	0	1	1	6	0	1	0	0	81	267	3	9
MORE THAN 10 YEARS	27	128	1	11	0	1	1	5	0	1	0	0	29	146	3	9
AVERAGE YEARS	10.6	14.1	10.7	16.3	0.0	24.0	19.0	17.5	0.0	18.0	0.0	0.0	10.7	14.4	27.0	24.4

DEPARTMENT AVERAGE YEARS	13.5
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MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
REPORT SEQUENCE: DEPT_CD_DESC
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING DEC 18, 2004

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
ENVIRONMENTAL QUALITY																
LESS THAN 6 YEARS	188	192	8	4	2	1	1	3	3	2	1	4	203	206	0	0
6 - 10 YEARS	85	94	2	6	0	0	1	0	2	5	0	0	90	105	0	0
11- 15 YEARS	177	119	3	8	0	1	4	2	9	3	0	0	193	133	6	6
16 - 20 YEARS	99	108	10	16	1	3	3	3	5	3	0	0	118	133	1	3
21 - 25 YEARS	59	46	5	6	0	0	0	2	3	0	0	0	67	54	6	4
26 - 30 YEARS	96	49	1	4	1	0	1	0	0	1	0	0	99	54	5	2
31 - 35 YEARS	27	13	0	2	0	0	0	0	2	0	0	0	29	15	0	0
36 - 40 YEARS	2	2	0	0	0	0	1	0	0	0	0	0	3	2	1	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	733	623	29	46	4	5	11	10	24	14	1	4	802	702	19	15
MORE THAN 10 YEARS	460	337	19	36	2	4	9	7	19	7	0	0	509	391	19	15
AVERAGE YEARS	13.9	12.0	13.7	16.5	11.8	14.2	16.4	13.0	15.1	11.5	0.0	1.0	13.9	12.2	21.8	19.1

DEPARTMENT AVERAGE YEARS **13.1**

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING DEC 18, 2004

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
EXECUTIVE OFFICE																
LESS THAN 6 YEARS	8	21	2	6	0	0	0	2	0	0	0	0	10	29	0	0
6 - 10 YEARS	1	2	0	0	0	0	0	0	0	0	0	0	1	2	0	0
11- 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
21 - 25 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
26 - 30 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	9	26	2	6	0	0	0	2	0	0	0	0	11	34	0	1
MORE THAN 10 YEARS	0	3	0	0	0	0	0	0	0	0	0	0	0	3	0	1
AVERAGE YEARS	2.4	4.7	2.0	2.8	0.0	0.0	0.0	3.0	0.0	0.0	0.0	0.0	2.4	4.3	0.0	36.0

DEPARTMENT AVERAGE YEARS **3.8**

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING DEC 18, 2004

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
FAMILY INDEPENDENCE AGENCY																
LESS THAN 6 YEARS	285	1,108	87	610	3	7	20	60	3	10	0	1	398	1,796	0	5
6 - 10 YEARS	273	749	117	542	3	13	14	56	5	12	0	0	412	1,372	2	22
11- 15 YEARS	177	640	64	305	2	13	16	52	3	15	0	0	262	1,025	25	52
16 - 20 YEARS	190	487	74	251	2	7	23	53	3	3	0	0	292	801	23	37
21 - 25 YEARS	179	724	55	367	2	12	5	28	6	8	0	0	247	1,139	23	102
26 - 30 YEARS	347	771	47	449	2	6	7	13	2	2	0	0	405	1,241	36	77
31 - 35 YEARS	115	212	15	120	0	0	1	5	1	0	0	0	132	337	12	19
36 - 40 YEARS	18	20	1	11	1	1	1	0	0	0	0	0	21	32	2	3
MORE THAN 40 YEARS	1	0	1	1	0	0	0	0	0	0	0	0	2	1	0	1
DEPARTMENT TOTAL	1,585	4,711	461	2,656	15	59	87	267	23	50	0	1	2,171	7,744	123	318
MORE THAN 10 YEARS	1,027	2,854	257	1,504	9	39	53	151	15	28	0	0	1,361	4,576	121	291
AVERAGE YEARS	17.1	15.4	14.0	15.1	16.1	15.3	13.4	12.7	16.5	12.4	0.0	3.0	16.3	15.2	22.8	21.7

DEPARTMENT AVERAGE YEARS	15.4
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MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
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CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING DEC 18, 2004

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
HISTORY ARTS AND LIBRARIES																
LESS THAN 6 YEARS	35	52	1	3	0	0	1	1	1	1	6	9	44	66	0	0
6 - 10 YEARS	16	24	1	0	0	0	0	0	0	1	0	0	17	25	1	1
11- 15 YEARS	5	6	1	1	0	0	0	0	0	0	0	0	6	7	0	0
16 - 20 YEARS	9	21	0	0	1	1	0	2	0	0	0	0	10	24	4	1
21 - 25 YEARS	4	8	1	3	0	0	0	1	0	0	0	0	5	12	2	0
26 - 30 YEARS	12	12	0	1	0	0	0	0	0	0	0	0	12	13	0	1
31 - 35 YEARS	6	6	0	0	1	0	1	0	0	0	0	0	8	6	1	0
36 - 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	88	129	4	8	2	1	2	4	1	2	6	9	103	153	8	3
MORE THAN 10 YEARS	37	53	2	5	2	1	1	3	0	0	0	0	42	62	7	2
AVERAGE YEARS	12.1	10.9	10.3	13.5	26.0	19.0	15.5	14.8	0.0	5.0	0.5	0.2	11.6	10.4	19.8	16.0

DEPARTMENT AVERAGE YEARS **10.9**

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING DEC 18, 2004

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
INFORMATION TECHNOLOGY																
LESS THAN 6 YEARS	210	86	11	6	1	0	2	2	12	6	65	15	301	115	1	0
6 - 10 YEARS	259	100	12	15	1	0	7	4	13	6	0	0	292	125	2	5
11- 15 YEARS	83	66	6	9	1	1	3	4	4	3	1	0	98	83	5	6
16 - 20 YEARS	98	114	22	22	0	1	2	3	8	8	0	0	130	148	10	7
21 - 25 YEARS	41	51	7	17	1	0	2	3	2	4	0	0	53	75	9	3
26 - 30 YEARS	101	91	8	12	0	0	1	5	1	0	0	0	111	108	8	3
31 - 35 YEARS	40	33	3	2	1	0	2	1	0	1	0	0	46	37	3	1
36 - 40 YEARS	5	4	0	0	0	0	0	0	0	0	0	0	5	4	1	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	837	545	69	83	5	2	19	22	40	28	66	15	1,036	695	39	25
MORE THAN 10 YEARS	368	359	46	62	3	2	10	16	15	16	1	0	443	455	36	20
AVERAGE YEARS	12.8	16.1	15.8	17.4	15.6	14.0	14.4	17.5	10.2	13.3	1.1	0.7	12.2	15.8	21.5	17.6

DEPARTMENT AVERAGE YEARS **13.7**

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING DEC 18, 2004

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
LABOR & ECONOMIC GROWTH																
LESS THAN 6 YEARS	313	553	89	319	1	7	17	35	9	18	8	20	437	952	7	7
6 - 10 YEARS	171	248	25	81	2	1	5	7	4	8	0	0	207	345	7	6
11- 15 YEARS	138	201	25	75	1	2	4	14	0	5	0	0	168	297	18	30
16 - 20 YEARS	165	238	45	104	2	6	12	18	8	7	0	0	232	373	27	28
21 - 25 YEARS	85	177	27	69	1	3	5	7	0	2	0	0	118	258	23	24
26 - 30 YEARS	158	252	36	106	1	2	4	9	1	3	0	0	200	372	31	40
31 - 35 YEARS	64	82	8	34	0	1	0	2	1	0	0	0	73	119	11	16
36 - 40 YEARS	11	9	1	2	0	0	0	1	0	0	0	0	12	12	4	1
MORE THAN 40 YEARS	1	0	2	0	0	0	0	0	0	0	0	0	3	0	0	0
DEPARTMENT TOTAL	1,106	1,760	258	790	8	22	47	93	23	43	8	20	1,450	2,728	128	152
MORE THAN 10 YEARS	622	959	144	390	5	14	25	51	10	17	0	0	806	1,431	114	139
AVERAGE YEARS	14.1	13.6	13.7	12.5	14.3	15.0	11.9	12.4	11.0	10.0	0.6	0.7	13.8	13.1	20.9	21.0

DEPARTMENT AVERAGE YEARS **13.4**

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING DEC 18, 2004

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
MANAGEMENT & BUDGET																
LESS THAN 6 YEARS	106	112	2	7	0	1	3	2	1	1	11	12	123	135	0	0
6 - 10 YEARS	86	84	10	5	0	0	0	2	0	0	0	0	96	91	1	1
11- 15 YEARS	43	35	5	3	0	0	3	2	1	0	0	0	52	40	3	0
16 - 20 YEARS	61	54	9	6	0	0	3	3	5	1	0	0	78	64	6	5
21 - 25 YEARS	35	38	7	2	0	0	2	0	0	1	0	0	44	41	4	2
26 - 30 YEARS	94	52	8	7	1	1	6	1	0	0	0	0	109	61	9	3
31 - 35 YEARS	30	18	3	2	1	0	8	1	1	0	0	0	43	21	2	0
36 - 40 YEARS	6	1	0	0	0	0	0	0	0	0	0	0	6	1	2	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	461	394	44	32	2	2	25	11	8	3	11	12	551	454	27	11
MORE THAN 10 YEARS	269	198	32	20	2	1	22	7	7	2	0	0	332	228	26	10
AVERAGE YEARS	15.7	13.6	18.3	15.5	31.0	17.5	22.7	14.7	17.1	15.0	1.4	1.3	16.0	13.4	23.4	20.6

DEPARTMENT AVERAGE YEARS **14.8**

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CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING DEC 18, 2004

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
MILITARY AFFAIRS																
LESS THAN 6 YEARS	105	118	13	53	0	0	3	5	1	4	1	0	123	180	0	1
6 - 10 YEARS	62	78	5	30	0	1	6	3	0	0	0	0	73	112	2	0
11- 15 YEARS	54	52	4	11	0	2	3	1	0	0	0	0	61	66	2	1
16 - 20 YEARS	41	65	5	12	1	2	1	2	0	1	0	0	48	82	5	3
21 - 25 YEARS	30	40	2	3	3	0	1	2	0	0	0	0	36	45	5	1
26 - 30 YEARS	24	43	2	7	2	0	0	1	0	0	0	0	28	51	2	2
31 - 35 YEARS	12	6	0	0	0	0	0	0	0	0	0	0	12	6	1	0
36 - 40 YEARS	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0
MORE THAN 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
DEPARTMENT TOTAL	330	403	31	116	6	5	14	14	1	5	1	0	383	543	17	8
MORE THAN 10 YEARS	163	207	13	33	6	4	5	6	0	1	0	0	187	251	15	7
AVERAGE YEARS	12.1	12.8	10.2	8.7	24.3	15.4	9.1	11.6	5.0	7.4	3.0	0.0	12.0	11.8	19.9	19.4

DEPARTMENT AVERAGE YEARS 11.9

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
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CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING DEC 18, 2004

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
NATURAL RESOURCES																
LESS THAN 6 YEARS	317	189	2	3	0	2	2	1	5	2	2	0	328	197	2	0
6 - 10 YEARS	214	84	3	3	1	1	1	2	2	1	0	0	221	91	1	1
11- 15 YEARS	134	69	7	6	2	0	2	3	0	1	0	0	145	79	3	2
16 - 20 YEARS	149	82	7	3	6	2	2	6	0	0	0	0	164	93	8	4
21 - 25 YEARS	77	42	4	4	1	0	0	0	1	1	0	0	83	47	1	1
26 - 30 YEARS	118	37	1	2	5	1	1	2	0	0	0	0	125	42	6	3
31 - 35 YEARS	58	9	0	1	0	0	1	0	0	0	0	0	59	10	4	2
36 - 40 YEARS	15	1	0	0	0	0	0	0	0	0	0	0	15	1	2	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	1,082	513	24	22	15	6	9	14	8	5	2	0	1,140	560	27	13
MORE THAN 10 YEARS	551	240	19	16	14	3	6	11	1	2	0	0	591	272	24	12
AVERAGE YEARS	13.3	11.0	15.1	15.5	20.2	12.3	15.3	15.1	5.9	9.8	0.0	0.0	13.3	11.3	22.0	21.4

DEPARTMENT AVERAGE YEARS **12.7**

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
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CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING DEC 18, 2004

HRS DEPARTMENT STATE	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
LESS THAN 6 YEARS	69	341	14	93	2	2	5	24	0	4	3	17	93	481	1	2
6 - 10 YEARS	34	178	6	51	0	10	1	6	2	3	0	0	43	248	1	4
11- 15 YEARS	24	127	2	42	1	2	1	15	2	1	0	0	30	187	3	25
16 - 20 YEARS	30	162	10	79	1	2	3	11	2	5	0	0	46	259	3	29
21 - 25 YEARS	19	131	5	40	0	0	0	9	0	3	0	0	24	183	2	16
26 - 30 YEARS	52	96	6	28	0	1	2	8	0	0	0	0	60	133	7	9
31 - 35 YEARS	15	35	0	2	0	0	0	0	0	0	0	0	15	37	3	1
36 - 40 YEARS	1	10	0	1	0	0	0	0	0	0	0	0	1	11	0	1
MORE THAN 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1
DEPARTMENT TOTAL	244	1,081	43	336	4	17	12	73	6	16	3	17	312	1,540	20	88
MORE THAN 10 YEARS	141	562	23	192	2	5	6	43	4	9	0	0	176	811	18	82
AVERAGE YEARS	15.1	12.9	13.2	13.0	9.5	10.4	12.0	12.5	13.2	12.9	0.7	0.3	14.5	12.7	22.6	18.6

DEPARTMENT AVERAGE YEARS **13.0**

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING DEC 18, 2004

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
STATE POLICE																
LESS THAN 6 YEARS	383	159	10	8	1	0	4	2	0	1	1	0	399	170	0	0
6 - 10 YEARS	526	137	33	12	15	1	15	1	5	1	0	0	594	152	0	0
11- 15 YEARS	267	97	24	7	7	0	8	1	2	1	0	0	308	106	4	2
16 - 20 YEARS	290	134	61	18	8	1	21	4	1	1	0	0	381	158	5	4
21 - 25 YEARS	101	37	22	4	0	1	5	4	0	1	0	0	128	47	3	2
26 - 30 YEARS	107	61	12	9	1	3	3	2	0	0	0	0	123	75	1	1
31 - 35 YEARS	33	16	3	0	0	0	2	0	0	0	0	0	38	16	1	0
36 - 40 YEARS	8	2	1	0	0	0	0	0	0	0	0	0	9	2	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	1,715	643	166	58	32	6	58	14	8	5	1	0	1,980	726	14	9
MORE THAN 10 YEARS	806	347	123	38	16	5	39	11	3	3	0	0	987	404	14	9
AVERAGE YEARS	12.3	12.9	16.5	15.0	12.5	21.0	15.7	17.5	11.0	13.8	0.0	0.0	12.7	13.2	19.7	19.8
DEPARTMENT AVERAGE YEARS				12.9												

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RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY PERIOD ENDING DEC 18, 2004[illegible]

TRANSPORTATION

[illegible]

DEPARTMENT TOTAL	1,775	732	146	105	35	11	51	18	39	15	1	2	2,047	883	80	43
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MORE THAN 10 YEARS	922	396	97	63	23	5	42	10	19	2	0	0	1.103	476	77	43
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AVERAGE YEARS	12.8	12.8	15.1	14.8	16.8	12.2	20.0	12.4	14.1	5.7	0.0	0.5	13.2	12.8	23.9	22.4
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DEPARTMENT AVERAGE YEARS	13.1
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CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING DEC 18, 2004

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
TREASURY																
LESS THAN 6 YEARS	161	246	17	54	1	2	4	9	11	11	2	1	196	323	0	3
6 - 10 YEARS	67	134	8	23	0	0	2	4	1	2	0	0	78	163	1	2
11- 15 YEARS	43	60	7	22	0	3	2	6	2	0	0	0	54	91	4	7
16 - 20 YEARS	43	96	24	38	0	0	4	15	5	1	0	0	76	150	6	6
21 - 25 YEARS	13	81	5	25	1	1	3	8	1	0	0	0	23	115	1	6
26 - 30 YEARS	47	121	11	25	0	1	3	1	0	0	0	0	61	148	8	10
31 - 35 YEARS	31	30	4	3	0	0	2	0	1	0	0	0	38	33	5	1
36 - 40 YEARS	9	5	1	0	0	1	0	0	0	0	0	0	10	6	4	1
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
DEPARTMENT TOTAL	415	773	77	190	2	8	20	43	21	14	2	1	537	1,029	29	36
MORE THAN 10 YEARS	187	393	52	113	1	6	14	30	9	1	0	0	263	543	28	31
AVERAGE YEARS	12.4	13.6	15.4	13.8	12.0	15.3	17.1	14.1	9.3	3.6	2.0	1.0	12.8	13.5	24.9	19.8

DEPARTMENT AVERAGE YEARS **13.3**

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING DEC 18, 2004

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
STATEWIDE TOTALS																
LESS THAN 6 YEARS	5,201	5,411	667	1,787	56	45	119	221	90	102	135	105	6,268	7,671	25	22
6 - 10 YEARS	4,735	3,510	557	1,255	98	65	144	130	58	71	0	0	5,592	5,031	36	62
11- 15 YEARS	3,215	2,506	369	717	49	39	97	129	41	52	1	0	3,772	3,443	147	190
16 - 20 YEARS	4,388	2,860	717	1,065	116	49	150	173	58	59	0	0	5,429	4,206	333	230
21 - 25 YEARS	1,422	1,973	292	735	25	26	44	78	22	27	0	0	1,805	2,839	157	238
26 - 30 YEARS	2,135	2,263	270	801	31	24	56	63	13	12	0	0	2,505	3,163	219	201
31 - 35 YEARS	674	625	63	204	5	1	24	9	10	2	0	0	776	841	67	53
36 - 40 YEARS	130	74	6	18	1	2	2	2	5	0	0	0	144	96	24	9
MORE THAN 40 YEARS	11	3	4	2	0	0	0	0	0	0	0	0	15	5	2	2
STATEWIDE TOTAL	21,911	19,225	2,945	6,584	381	251	636	805	297	325	136	105	26,306	27,295	1,010	1,007
MORE THAN 10 YEARS	11,975	10,304	1,721	3,542	227	141	373	454	149	152	1	0	14,446	14,593	949	923
AVERAGE YEARS	13.3	13.4	13.8	13.7	13.9	13.6	14.0	12.8	12.3	11.0	1.2	0.8	13.3	13.3	21.1	20.4
STATEWIDE AVERAGE YEARS	13.3															

NOTE: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only. For this report, calculation of years of service does not include credit for military service or for college/university, county or unclassified employment.

Table 3-2

STATEWIDE SEPARATIONS BY REASON
First Quarter of FY 2005

SEPARATION REASON	TOTAL	PERCENT OF SEPARATIONS
<i>INVOLUNTARY SEPARATIONS</i>		
Death	18	1.34%
Dismissal	71	5.28%
Expired Appointment	569	42.34%
Total Involuntary Separations	658	48.96%
<i>VOLUNTARY SEPARATIONS</i>		
Resigned Classified Employment	288	21.43%
Layoff/Leave of Absence Rights Expired	69	5.13%
Waived Rights Leave of Absence	59	4.39%
Settlement	0	0.00%
Total Voluntary Separations	416	30.95%
<i>RETIREMENT</i>		
Retirement	116	8.63%
Early Retirement	2	0.15%
Disability Retirement	14	1.04%
Deferred Retirement	27	2.01%
Undefined Separations	111	8.26%
Total Retirements	270	20.09%
TOTAL SEPARATIONS	1,344	100.00%

Source: MAIN MIDB Civil Service HWF10

NEW HIRES, RETURNS, AND SEPARATIONS BY DEPARTMENT

FOR PAY PERIOD BEGINNING SEP-26-2004 TO PAY PERIOD ENDING DEC-18-2004

DEPARTMENT NAME	NUMBER OF HIRES AND RETURNS					NUMBER OF SEPARATIONS AND LAYOFFS					
	CAREER HIRES	NON-CAREER HIRES	RECALLS	RETURNS FROM WAIVED RIGHTS LEAVES	TOTAL APPOINTMENTS	SEPARATIONS	SEASONAL LAYOFFS	RIF LAYOFFS	MED LAYOFFS	TOTAL SEPARATIONS	NET TOTAL
AGRICULTURE	2	2	0	0	4	13	0	0	0	13	-9
ATTORNEY GENERAL	18	0	0	0	18	8	0	0	0	8	10
AUDITOR GENERAL	3	0	0	0	3	1	0	0	0	1	2
CAREER DEVELOPMENT	0	0	0	0	0	2	0	0	0	2	-2
CIVIL RIGHTS	0	2	0	0	2	1	0	0	1	2	0
CIVIL SERVICE	0	0	0	0	0	2	0	0	0	2	-2
COMMUNITY HEALTH	47	12	6	0	65	96	0	2	7	105	-40
CONSUMER & INDUSTRY SERVICES	0	0	0	0	0	10	0	0	0	10	-10
CORRECTIONS	36	1	16	0	56	159	0	1	7	167	-111
EDUCATION	10	1	0	0	11	6	0	0	0	6	5
ENVIRONMENTAL QUALITY	17	7	0	0	24	11	0	0	0	11	13
EXECUTIVE OFFICE	1	0	0	0	1	0	0	0	0	0	1
FAMILY INDEPENDENCE AGENCY	35	4	5	0	45	74	1	0	27	102	-57
HISTORY ARTS AND LIBRARIES	0	4	2	0	6	18	12	0	0	30	-24
INFORMATION TECHNOLOGY	6	1	0	0	7	19	0	0	1	20	-13
LABOR & ECONOMIC GROWTH	47	20	0	0	67	27	0	5	3	35	32
MANAGEMENT & BUDGET	1	4	0	0	5	12	0	0	0	12	-7
MILITARY AFFAIRS	18	1	1	0	20	27	8	0	1	36	-16
NATURAL RESOURCES	23	33	12	0	68	518	168	0	1	687	-619
STATE	5	7	0	0	12	21	0	0	1	22	-10
STATE POLICE	6	1	0	0	7	22	0	0	1	23	-16
TRANSPORTATION	18	6	7	0	31	106	6	0	0	112	-81
TREASURY	31	5	1	0	37	32	0	0	4	36	1
STATEWIDE TOTALS	324	111	50	0	485	1,185	195	8	54	1,442	-957

NOTE: Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only.
This report counts the latest appointment or separation transaction entered during the period indicated in the report.

MAIN MIDB CIVIL SERVICE WORKFORCE 35
REPORT SEQUENCE: HRS_DEPT_CD_DESC
TABLES USED: HRM_APPT_DEPART

SECTION FOUR

EQUAL EMPLOYMENT OPPORTUNITY REPORT

Section IV provides information required by the federal Equal Employment Opportunity Commission, the Office of Federal Contract Compliance, and the state's Equal Employment Opportunity Plan. The state maintains and reports data on the race/ethnic groups, gender, and disability status of its workforce.

BREAKDOWNS

Race/Ethnic Group. State employees are identified by their race/ethnic status in the following federally-defined groups:

1. White
2. Black
3. American Indian
4. Hispanic
5. Asian
6. Other

Disabled. Employees have been permitted to identify themselves as “handicapped” or “disabled.” [There is no uniform or objective definition of “handicapped” or “disabled” and employees have been permitted to self-identify as “handicapped” or “disabled.” Identification as “handicapped” or “disabled” does not imply that the employee meets the definition of “disabled” in Civil Service Rule 1-9 or the state and federal discrimination statutes.]

Gender. Each race/ethnic group is further broken down by gender: male or female.

Job Categories. The workforce data is broken down into eight broad job categories reported in the state's annual workforce analysis (the “EEO-4 Report”). The job categories are the following:

1. Official/Administrator
2. Professional
3. Technician
4. Protective Services
5. Para-Professional
6. Administrative Support
7. Skilled Craft
8. Service/Maintenance

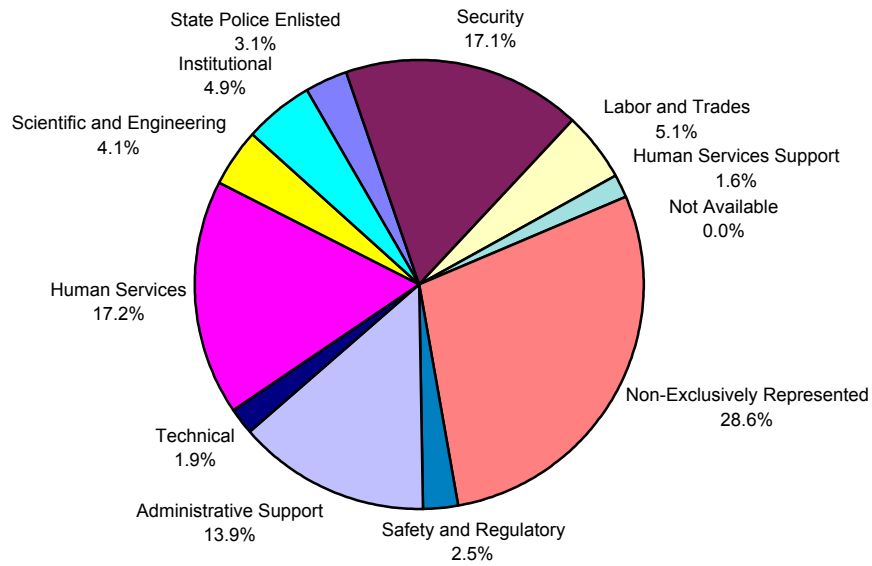
SECTION FIVE

BARGAINING UNIT CHARACTERISTICS

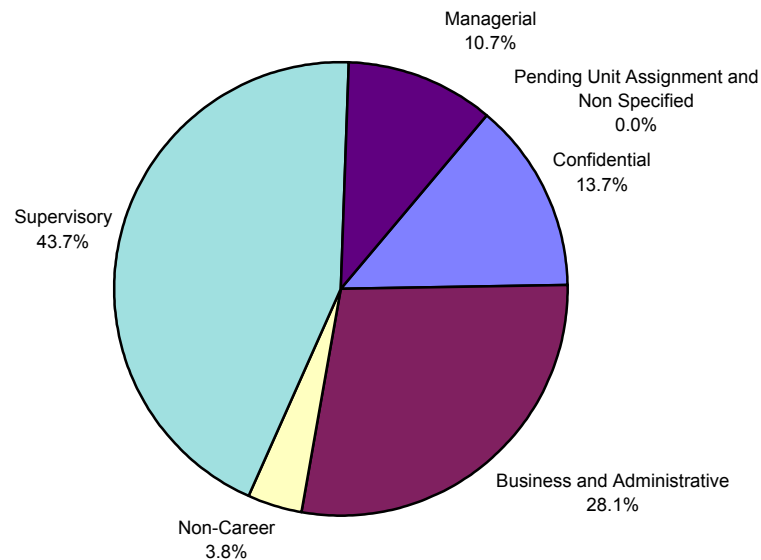
**BREAKDOWN OF STATE CLASSIFIED EMPLOYMENT
BY BARGAINING UNIT
As of December 18, 2004**

Graph 5-1

**Exclusively Represented
38,269 Employees**



**Non-Exclusively Represented
15,332 Employees**



Source: MAIN MIDB Civil Service HWF 44

EMPLOYEE ORGANIZATION MEMBERSHIP BY BARGAINING UNIT

Table 5-1

PAY PERIOD ENDING DECEMBER 18, 2004

UNION CODE/UNIT NAME	TOTAL EMPLOYEES	M.S.E.A.		U.A.W. LOCAL 6008		MCO, SEIU LOCAL 526-M		SEIU LOCAL 31-M		MPES, SEIU LOCAL 517		U.T.E.A.		M.S.P.T.A.		AFSCME COUNCIL 25	
		EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT
A02 SAFETY & REGULATORY	1,314	1,083	82.4	1	0.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
A31 LABOR AND TRADES	2,741	2,567	93.7	0	0.0	1	0.0	0	0.0	0	0.0	1	0.0	0	0.0	1	0.0
C12 SECURITY	9,170	0	0.0	0	0.0	8,880	96.8	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
E42 HUMAN SERVICES SUPPORT	865	0	0.0	1	0.1	0	0.0	791	91.4	0	0.0	0	0.0	0	0.0	0	0.0
H21 SCIENTIFIC & ENGINEERING	2,197	0	0.0	0	0.0	0	0.0	0	0.0	2,100	95.6	3	0.1	0	0.0	0	0.0
L32 TECHNICAL	1,029	0	0.0	0	0.0	0	0.0	0	0.0	2	0.2	972	94.5	0	0.0	0	0.0
N/A UNAVAILABLE	3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
T01 STATE POLICE ENLISTED	1,635	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,536	93.9	0	0.0
U11 INSTITUTIONAL	2,642	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,941	73.5
W22 HUMAN SERVICES	9,200	0	0.0	8,705	94.6	2	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
W41 ADMINISTRATIVE SUPPORT	7,473	0	0.0	6,877	92.0	0	0.0	2	0.0	0	0.0	0	0.0	0	0.0	1	0.0
Y00 NON-SPECIFIED	1	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y23 BUSINESS & ADMINISTRATION	4,315	0	0.0	3	0.1	0	0.0	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y50 PENDING UNIT ASSIGNMENT	4	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y51 SUPERVISORY	6,702	1	0.0	4	0.1	4	0.1	0	0.0	2	0.0	0	0.0	0	0.0	0	0.0
Y52 NONCAREER	582	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	0.2	0	0.0	0	0.0
Y98 MANAGERIAL	1,634	0	0.0	0	0.0	0	0.0	1	0.1	0	0.0	0	0.0	0	0.0	0	0.0
Y99 CONFIDENTIAL	2,094	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
EXCLUSIVELY REPRESENTED TOTAL	38,269	3,651	9.5	15,584	40.7	8,883	23.2	793	2.1	2,102	5.5	976	2.6	1,536	4.0	1,943	5.1
NON-EXCLUSIVELY REPRESENTED TOTAL	15,332	1	0.0	8	0.1	4	0.0	2	0.0	2	0.0	1	0.0	0	0.0	0	0.0
STATEWIDE TOTALS	53,601	3,652	6.8	15,592	29.1	8,887	16.6	795	1.5	2,104	3.9	977	1.8	1,536	2.9	1,943	3.6

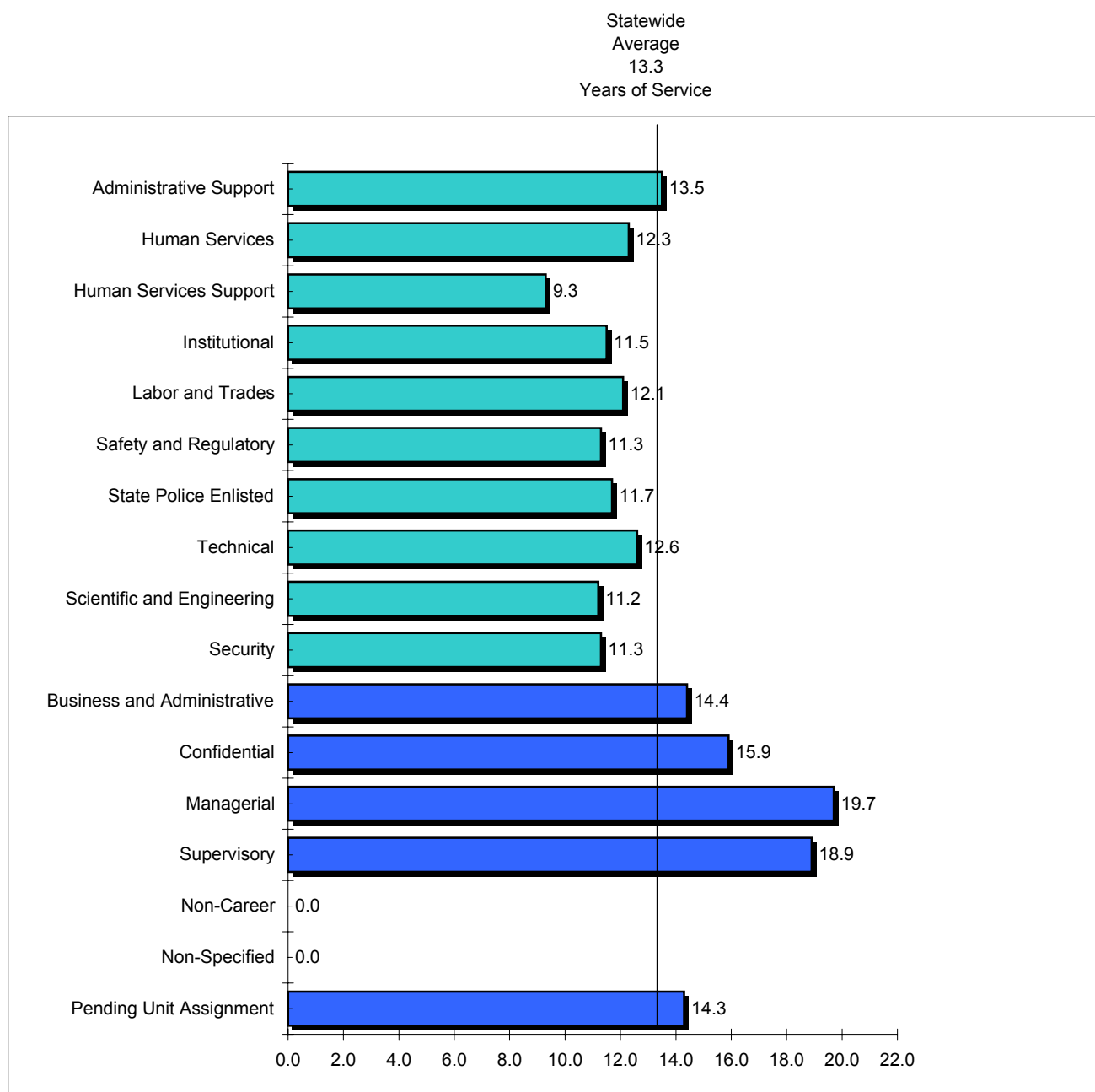
Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only.

MAIN MIDB CIVIL SERVICE WORKFORCE 44

REPORT SEQUENCE: UNION_CD

TABLES USED: HRM_GRP1-5_DEDUCTIONS, HRM_APPT_DEPART

AVERAGE YEARS OF SERVICE BY BARGAINING UNIT
As of Pay Period Ending December 18, 2004



- Exclusively Represented Units
- Non-Exclusively Represented Units

Note: Years of service computed for this report do not include service credit for military service, college/university, county, or unclassified employment.

Source: MAIN MIDB Civil Service HWF20

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND HANDICAPPER ANALYSIS
PAY PERIOD ENDING DEC 18, 2004

Table 5-2

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
A02 SAFETY & REGULATORY																
LESS THAN 6 YEARS	273	79	27	16	0	1	5	2	3	1	2	3	310	102	2	0
6 - 10 YEARS	229	34	9	16	5	3	3	0	1	1	0	0	247	54	2	0
11- 15 YEARS	132	26	14	21	2	2	4	0	1	0	0	0	153	49	5	3
16 - 20 YEARS	115	36	23	16	3	2	7	2	1	0	0	0	149	56	6	2
21 - 25 YEARS	36	19	7	14	2	0	3	1	0	0	0	0	48	34	3	1
26 - 30 YEARS	47	16	6	14	2	0	1	0	0	0	0	0	56	30	2	2
31 - 35 YEARS	13	7	0	2	0	0	1	0	0	0	0	0	14	9	1	1
36 - 40 YEARS	3	0	0	0	0	0	0	0	0	0	0	0	3	0	1	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	848	217	86	99	14	8	24	5	6	2	2	3	980	334	22	9
MORE THAN 10 YEARS	346	104	50	67	9	4	16	3	2	0	0	0	423	178	18	9
AVERAGE YEARS	10.5	11.6	12.5	15.4	15.9	10.8	14.0	12.0	9.0	3.0	0.0	0.0	10.8	12.6	17.7	20.9
BARGAINING UNIT AVERAGE YEARS			11.3													

MAIN MIDB CIVIL SERVICE WORKFORCE 20
REPORT SEQUENCE: UNION_CD
TABLE USED: HRM_EMP_COMMON

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
A31 LABOR AND TRADES																
LESS THAN 6 YEARS	703	105	40	6	8	2	11	0	2	2	9	4	773	119	1	0
6 - 10 YEARS	412	43	32	2	12	1	10	2	0	0	0	0	466	48	6	1
11- 15 YEARS	269	27	28	4	3	0	7	0	1	0	0	0	308	31	16	0
16 - 20 YEARS	364	28	40	6	9	0	11	2	2	0	0	0	426	36	38	1
21 - 25 YEARS	135	15	18	4	4	0	7	2	0	0	0	0	164	21	14	1
26 - 30 YEARS	217	19	12	6	7	0	12	2	0	0	0	0	248	27	22	2
31 - 35 YEARS	44	3	3	1	2	0	7	1	0	0	0	0	56	5	5	1
36 - 40 YEARS	13	0	0	0	0	0	0	0	0	0	0	0	13	0	2	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	2,157	240	173	29	45	3	65	9	5	2	9	4	2,454	287	104	6
MORE THAN 10 YEARS	1,042	92	101	21	25	0	44	7	3	0	0	0	1,215	120	97	5
AVERAGE YEARS	12.0	9.6	13.2	16.6	15.1	3.3	17.1	20.2	10.0	2.5	0.6	0.0	12.3	10.4	20.5	23.8
BARGAINING UNIT AVERAGE YEARS			12.1													

MAIN MIDB CIVIL SERVICE WORKFORCE 20
 REPORT SEQUENCE: UNION_CD
 TABLE USED: HRM_EMP_COMMON

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
C12 SECURITY																
LESS THAN 6 YEARS	1,349	325	195	172	28	7	33	25	7	0	21	6	1,633	535	3	1
6 - 10 YEARS	1,748	370	179	187	56	11	65	15	3	1	0	0	2,051	584	4	3
11- 15 YEARS	1,048	183	77	53	21	5	26	5	4	0	0	0	1,176	246	27	5
16 - 20 YEARS	1,712	203	210	156	56	5	40	5	2	1	0	0	2,020	370	90	19
21 - 25 YEARS	231	25	37	17	4	1	3	0	0	0	0	0	275	43	14	2
26 - 30 YEARS	181	12	19	6	2	0	2	0	0	0	0	0	204	18	8	0
31 - 35 YEARS	12	1	2	0	0	0	0	0	0	0	0	0	14	1	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	6,281	1,119	719	591	167	29	169	50	16	2	21	6	7,373	1,797	146	30
MORE THAN 10 YEARS	3,184	424	345	232	83	11	71	10	6	1	0	0	3,689	678	139	26
AVERAGE YEARS	11.7	9.8	11.6	10.2	11.6	9.8	10.7	7.3	8.8	12.0	2.3	2.2	11.6	9.8	17.5	16.1
BARGAINING UNIT AVERAGE YEARS			11.3													

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
E42 HUMAN SERVICES SUPPORT																
LESS THAN 6 YEARS	50	127	46	201	0	3	6	18	2	6	3	4	107	359	4	1
6 - 10 YEARS	13	27	10	15	0	1	0	0	1	1	0	0	24	44	2	2
11- 15 YEARS	25	41	4	34	0	1	2	11	0	0	0	0	31	87	9	9
16 - 20 YEARS	12	34	7	21	0	0	2	3	0	1	0	0	21	59	8	4
21 - 25 YEARS	4	28	3	16	0	3	1	2	0	0	0	0	8	49	2	5
26 - 30 YEARS	11	21	1	23	1	1	0	0	0	0	0	0	13	45	4	5
31 - 35 YEARS	4	9	1	2	0	0	0	0	0	0	0	0	5	11	2	0
36 - 40 YEARS	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0
MORE THAN 40 YEARS	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0
BARGAINING UNIT TOTAL	119	287	73	313	1	9	11	34	3	8	3	4	210	655	31	26
MORE THAN 10 YEARS	56	133	17	97	1	5	5	16	0	1	0	0	79	252	25	23
AVERAGE YEARS	10.8	11.0	7.1	8.0	28.0	14.4	9.1	8.8	4.7	5.4	1.3	2.5	9.3	9.4	16.0	18.0
BARGAINING UNIT AVERAGE YEARS			9.3													

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
H21 SCIENTIFIC & ENGINEERING																
LESS THAN 6 YEARS	463	253	15	5	2	1	3	0	14	8	1	3	498	270	2	0
6 - 10 YEARS	223	95	8	9	1	0	3	3	9	11	0	0	244	118	0	1
11- 15 YEARS	264	141	9	7	0	1	6	1	10	5	0	0	289	155	2	2
16 - 20 YEARS	179	90	16	9	2	3	3	1	8	4	0	0	208	107	9	2
21 - 25 YEARS	71	28	7	2	0	0	0	0	5	1	0	0	83	31	2	2
26 - 30 YEARS	108	21	6	1	0	0	3	0	2	0	0	0	119	22	2	1
31 - 35 YEARS	32	2	1	0	0	0	0	0	4	0	0	0	37	2	1	0
36 - 40 YEARS	11	0	0	0	0	0	0	0	1	0	0	0	12	0	2	0
MORE THAN 40 YEARS	2	0	0	0	0	0	0	0	0	0	0	0	2	0	1	0
BARGAINING UNIT TOTAL	1,353	630	62	33	5	5	18	5	53	29	1	3	1,492	705	21	8
MORE THAN 10 YEARS	667	282	39	19	2	4	12	2	30	10	0	0	750	317	19	7
AVERAGE YEARS	11.7	9.6	13.9	12.8	8.6	14.8	13.4	9.0	13.5	8.8	3.0	1.3	11.9	9.7	20.8	17.9
BARGAINING UNIT AVERAGE YEARS			11.2													

MAIN MIDB CIVIL SERVICE WORKFORCE 20
 REPORT SEQUENCE: UNION_CD
 TABLE USED: HRM_EMP_COMMON

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
L32 TECHNICAL																
LESS THAN 6 YEARS	210	95	8	9	1	0	2	1	7	2	1	2	229	109	1	0
6 - 10 YEARS	114	29	2	1	0	0	2	0	4	3	0	0	122	33	0	0
11- 15 YEARS	120	41	5	5	1	0	1	0	3	0	0	0	130	46	6	1
16 - 20 YEARS	113	34	15	6	0	1	2	2	1	1	0	0	131	44	4	2
21 - 25 YEARS	26	10	4	4	2	0	1	0	1	0	0	0	34	14	0	0
26 - 30 YEARS	43	7	3	1	1	0	3	1	0	0	0	0	50	9	6	1
31 - 35 YEARS	45	6	1	1	0	0	3	0	1	0	0	0	50	7	3	0
36 - 40 YEARS	15	1	0	0	0	0	1	0	1	0	0	0	17	1	4	0
MORE THAN 40 YEARS	2	1	0	0	0	0	0	0	0	0	0	0	2	1	0	0
BARGAINING UNIT TOTAL	688	224	38	27	5	1	15	4	18	6	1	2	765	264	24	4
MORE THAN 10 YEARS	364	100	28	17	4	1	11	3	7	1	0	0	414	122	23	4
AVERAGE YEARS	13.0	10.2	15.1	13.3	17.4	19.0	20.9	16.0	11.2	7.7	2.0	1.0	13.3	10.5	23.8	19.5
BARGAINING UNIT AVERAGE YEARS			12.6													

MAIN MIDB CIVIL SERVICE WORKFORCE 20
 REPORT SEQUENCE: UNION_CD
 TABLE USED: HRM_EMP_COMMON

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
N/A UNAVAILABLE																
LESS THAN 6 YEARS	1	2	0	0	0	0	0	0	0	0	0	0	1	2	0	0
6 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11- 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26 - 30 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	1	2	0	0	0	0	0	0	0	0	0	0	1	2	0	0
MORE THAN 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AVERAGE YEARS	1.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0
BARGAINING UNIT AVERAGE YEARS	0.3															

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
T01 STATE POLICE ENLISTED																
LESS THAN 6 YEARS	285	19	6	1	1	0	4	0	0	0	1	0	297	20	0	0
6 - 10 YEARS	456	61	32	3	14	0	15	0	4	0	0	0	521	64	0	0
11- 15 YEARS	209	42	21	3	6	0	8	1	1	1	0	0	245	47	2	0
16 - 20 YEARS	168	52	41	3	6	0	15	1	1	0	0	0	231	56	1	0
21 - 25 YEARS	48	7	14	0	0	0	2	0	0	0	0	0	64	7	1	0
26 - 30 YEARS	48	4	9	2	0	0	2	0	0	0	0	0	59	6	0	0
31 - 35 YEARS	9	0	1	0	0	0	2	0	0	0	0	0	12	0	0	0
36 - 40 YEARS	5	0	1	0	0	0	0	0	0	0	0	0	6	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	1,228	185	125	12	27	0	48	2	6	1	1	0	1,435	200	4	0
MORE THAN 10 YEARS	487	105	87	8	12	0	29	2	2	1	0	0	617	116	4	0
AVERAGE YEARS	11.1	12.4	15.8	14.2	11.7	0.0	14.8	16.0	10.7	15.0	0.0	0.0	11.6	12.5	16.5	0.0
BARGAINING UNIT AVERAGE YEARS			11.7													

MAIN MIDB CIVIL SERVICE WORKFORCE 20
 REPORT SEQUENCE: UNION_CD
 TABLE USED: HRM_EMP_COMMON

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
U11 INSTITUTIONAL																
LESS THAN 6 YEARS	293	409	94	178	2	1	13	11	3	5	4	2	409	606	1	0
6 - 10 YEARS	151	189	50	64	1	3	8	7	3	1	0	0	213	264	2	0
11- 15 YEARS	83	75	37	43	1	1	4	3	1	0	0	0	126	122	6	1
16 - 20 YEARS	90	101	32	53	3	1	2	7	1	2	0	0	128	164	5	3
21 - 25 YEARS	80	108	42	53	3	0	1	1	0	0	0	0	126	162	9	8
26 - 30 YEARS	93	122	31	46	1	0	4	4	1	0	0	0	130	172	9	5
31 - 35 YEARS	4	9	1	1	0	0	1	0	0	0	0	0	6	10	2	0
36 - 40 YEARS	0	2	0	2	0	0	0	0	0	0	0	0	0	4	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	794	1,015	287	440	11	6	33	33	9	8	4	2	1,138	1,504	34	17
MORE THAN 10 YEARS	350	417	143	198	8	2	12	15	3	2	0	0	516	634	31	17
AVERAGE YEARS	11.5	11.3	12.4	11.7	16.8	9.3	10.3	11.5	10.4	7.9	1.3	0.5	11.7	11.4	21.2	23.2
BARGAINING UNIT AVERAGE YEARS			11.5													

MAIN MIDB CIVIL SERVICE WORKFORCE 20
 REPORT SEQUENCE: UNION_CD
 TABLE USED: HRM_EMP_COMMON

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
W22 HUMAN SERVICES																
LESS THAN 6 YEARS	488	1,366	100	682	5	13	17	58	15	25	6	6	631	2,150	4	6
6 - 10 YEARS	472	837	124	495	2	16	18	52	7	19	0	0	623	1,419	5	22
11- 15 YEARS	284	597	65	253	2	11	10	48	4	18	0	0	365	927	24	49
16 - 20 YEARS	272	459	68	205	3	5	14	32	3	10	0	0	360	711	28	36
21 - 25 YEARS	160	400	31	244	0	8	5	18	5	8	0	0	201	678	17	56
26 - 30 YEARS	265	356	34	234	3	3	4	5	3	1	0	0	309	599	27	32
31 - 35 YEARS	52	79	13	57	0	0	0	3	0	0	0	0	65	139	6	9
36 - 40 YEARS	9	7	1	4	0	1	0	0	0	0	0	0	10	12	0	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
BARGAINING UNIT TOTAL	2,003	4,101	436	2,174	15	57	68	216	37	81	6	6	2,565	6,635	111	210
MORE THAN 10 YEARS	1,043	1,898	212	997	8	28	33	106	15	37	0	0	1,311	3,066	102	182
AVERAGE YEARS	13.5	11.8	12.4	12.5	13.1	12.5	11.7	11.2	10.8	10.4	2.2	1.8	13.2	12.0	20.0	19.0
BARGAINING UNIT AVERAGE YEARS			12.3													

MAIN MIDB CIVIL SERVICE WORKFORCE 20
 REPORT SEQUENCE: UNION_CD
 TABLE USED: HRM_EMP_COMMON

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
W41 ADMINISTRATIVE SUPPORT																
LESS THAN 6 YEARS	181	1,442	35	281	2	8	8	67	5	15	13	37	244	1,850	0	12
6 - 10 YEARS	138	934	20	245	1	21	6	33	1	9	0	0	166	1,242	9	21
11- 15 YEARS	56	590	5	118	1	8	3	38	1	5	0	0	66	759	17	78
16 - 20 YEARS	48	721	15	225	1	18	7	57	2	8	0	0	73	1,029	15	81
21 - 25 YEARS	36	574	19	151	0	7	3	27	0	5	0	0	58	764	10	67
26 - 30 YEARS	49	689	4	182	0	11	3	20	0	1	0	0	56	903	13	66
31 - 35 YEARS	13	168	3	54	0	0	0	1	0	0	0	0	16	223	2	11
36 - 40 YEARS	1	22	0	1	0	0	0	0	0	0	0	0	1	23	0	1
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	522	5,140	101	1,257	5	73	30	243	9	43	13	37	680	6,793	66	337
MORE THAN 10 YEARS	203	2,764	46	731	2	44	16	143	3	19	0	0	270	3,701	57	304
AVERAGE YEARS	11.1	13.7	12.0	14.7	8.4	14.8	13.3	13.0	8.0	10.7	0.8	0.5	11.1	13.8	18.8	19.2
BARGAINING UNIT AVERAGE YEARS			13.5													

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y00 NON-SPECIFIED																
LESS THAN 6 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
6 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11- 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26 - 30 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
MORE THAN 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AVERAGE YEARS	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
BARGAINING UNIT AVERAGE YEARS			0.0													

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y23 BUSINESS & ADMINISTRATION																
LESS THAN 6 YEARS	397	409	45	80	4	2	8	8	19	19	60	17	533	535	5	0
6 - 10 YEARS	304	318	36	87	0	0	6	9	17	12	0	0	363	426	3	4
11- 15 YEARS	165	207	25	39	2	3	7	10	3	8	1	0	203	267	11	15
16 - 20 YEARS	220	302	56	94	2	3	13	17	18	13	0	0	309	429	37	23
21 - 25 YEARS	102	188	18	64	2	0	6	4	2	3	0	0	130	259	18	19
26 - 30 YEARS	219	304	40	58	0	3	5	3	2	3	0	0	266	371	26	25
31 - 35 YEARS	76	101	3	12	1	0	2	1	1	1	0	0	83	115	9	10
36 - 40 YEARS	12	12	0	0	0	0	0	1	0	0	0	0	12	13	3	2
MORE THAN 40 YEARS	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0
BARGAINING UNIT TOTAL	1,495	1,841	224	434	11	11	47	53	62	59	61	17	1,900	2,415	112	98
MORE THAN 10 YEARS	794	1,114	143	267	7	9	33	36	26	28	1	0	1,004	1,454	104	94
AVERAGE YEARS	13.9	15.3	15.2	15.1	13.7	16.3	15.9	14.2	10.9	11.4	1.2	1.2	13.6	15.1	21.6	22.4
BARGAINING UNIT AVERAGE YEARS			14.4													

MAIN MIDB CIVIL SERVICE WORKFORCE 20
 REPORT SEQUENCE: UNION_CD
 TABLE USED: HRM_EMP_COMMON

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y50 PENDING UNIT ASSIGNMENT																
LESS THAN 6 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
6 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11- 15 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
16 - 20 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0
21 - 25 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0
26 - 30 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	2	2	0	0	0	0	0	0	0	0	0	0	2	2	2	0
MORE THAN 10 YEARS	2	1	0	0	0	0	0	0	0	0	0	0	2	1	2	0
AVERAGE YEARS	21.5	7.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	21.5	7.0	21.5	0.0
BARGAINING UNIT AVERAGE YEARS			14.3													

MAIN MIDB CIVIL SERVICE WORKFORCE 20
 REPORT SEQUENCE: UNION_CD
 TABLE USED: HRM_EMP_COMMON

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y51 SUPERVISORY																
LESS THAN 6 YEARS	157	158	14	37	2	1	2	2	6	5	2	0	183	203	2	0
6 - 10 YEARS	348	280	41	94	6	7	4	5	7	7	0	0	406	393	2	4
11- 15 YEARS	461	310	65	103	9	5	15	9	11	9	0	0	561	436	17	19
16 - 20 YEARS	941	460	169	189	27	6	29	17	12	12	0	0	1,178	684	82	30
21 - 25 YEARS	387	353	70	119	6	4	9	11	7	6	0	0	479	493	49	55
26 - 30 YEARS	616	339	72	128	8	3	13	10	4	3	0	0	713	483	73	26
31 - 35 YEARS	238	104	21	41	2	0	3	3	2	0	0	0	266	148	23	8
36 - 40 YEARS	41	12	4	9	0	1	0	1	3	0	0	0	48	23	8	5
MORE THAN 40 YEARS	2	1	1	1	0	0	0	0	0	0	0	0	3	2	0	1
BARGAINING UNIT TOTAL	3,191	2,017	457	721	60	27	75	58	52	42	2	0	3,837	2,865	256	148
MORE THAN 10 YEARS	2,686	1,579	402	590	52	19	69	51	39	30	0	0	3,248	2,269	252	144
AVERAGE YEARS	19.4	18.2	19.1	19.0	17.8	17.0	19.0	19.8	17.1	15.0	1.0	0.0	19.3	18.4	23.3	22.5
BARGAINING UNIT AVERAGE YEARS			18.9													

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y52 NONCAREER																
LESS THAN 6 YEARS	182	269	17	51	1	3	4	17	6	8	11	13	221	361	0	0
6 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11- 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26 - 30 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	182	269	17	51	1	3	4	17	6	8	11	13	221	361	0	0
MORE THAN 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AVERAGE YEARS	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0	-0.1	0.0	0.0	0.0	0.0	0.0	0.0
BARGAINING UNIT AVERAGE YEARS			0.0													

MAIN MIDB CIVIL SERVICE WORKFORCE 20
 REPORT SEQUENCE: UNION_CD
 TABLE USED: HRM_EMP_COMMON

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y98 MANAGERIAL																
LESS THAN 6 YEARS	92	74	13	19	0	0	2	2	1	2	1	3	109	100	0	1
6 - 10 YEARS	83	68	4	1	0	0	1	0	1	1	0	0	89	70	0	2
11- 15 YEARS	79	49	10	9	0	0	3	0	1	3	0	0	93	61	4	1
16 - 20 YEARS	116	107	16	24	4	0	3	3	6	1	0	0	145	135	6	8
21 - 25 YEARS	93	60	19	18	2	2	3	2	1	2	0	0	118	84	13	6
26 - 30 YEARS	208	122	28	35	3	2	3	3	1	2	0	0	243	164	22	11
31 - 35 YEARS	118	36	12	15	0	0	4	0	2	1	0	0	136	52	13	4
36 - 40 YEARS	17	9	0	1	1	0	1	0	0	0	0	0	19	10	4	0
MORE THAN 40 YEARS	4	0	1	1	0	0	0	0	0	0	0	0	5	1	1	1
BARGAINING UNIT TOTAL	810	525	103	123	10	4	20	10	13	12	1	3	957	677	63	34
MORE THAN 10 YEARS	635	383	86	103	10	4	17	8	11	9	0	0	759	507	63	31
AVERAGE YEARS	20.5	18.1	20.6	20.9	24.8	26.0	22.0	19.5	18.5	17.7	2.0	0.7	20.6	18.6	27.2	23.4
BARGAINING UNIT AVERAGE YEARS			19.7													

MAIN MIDB CIVIL SERVICE WORKFORCE 20
 REPORT SEQUENCE: UNION_CD
 TABLE USED: HRM_EMP_COMMON

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y99 CONFIDENTIAL																
LESS THAN 6 YEARS	77	277	12	49	0	3	1	10	0	4	0	5	90	348	0	1
6 - 10 YEARS	44	225	10	36	0	2	3	4	0	5	0	0	57	272	1	2
11- 15 YEARS	20	176	4	25	1	2	1	3	0	3	0	0	26	209	1	7
16 - 20 YEARS	37	233	9	58	0	5	2	24	1	6	0	0	49	326	3	19
21 - 25 YEARS	12	158	3	29	0	1	0	10	1	2	0	0	16	200	4	16
26 - 30 YEARS	30	231	5	65	3	1	1	15	0	2	0	0	39	314	5	25
31 - 35 YEARS	14	100	1	18	0	1	1	0	0	0	0	0	16	119	0	9
36 - 40 YEARS	3	9	0	0	0	0	0	0	0	0	0	0	3	9	0	1
MORE THAN 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
BARGAINING UNIT TOTAL	237	1,410	44	280	4	15	9	66	2	22	0	5	296	1,798	14	80
MORE THAN 10 YEARS	116	908	22	195	4	10	5	52	2	13	0	0	149	1,178	13	77
AVERAGE YEARS	13.2	16.1	12.9	17.3	24.5	14.9	14.6	17.8	22.0	13.6	0.0	1.8	13.4	16.3	22.1	23.2
BARGAINING UNIT AVERAGE YEARS			15.9													

MAIN MIDB CIVIL SERVICE WORKFORCE 20
 REPORT SEQUENCE: UNION_CD
 TABLE USED: HRM_EMP_COMMON

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
STATEWIDE TOTALS																
LESS THAN 6 YEARS	5,201	5,411	667	1,787	56	45	119	221	90	102	135	105	6,268	7,671	25	22
6 - 10 YEARS	4,735	3,510	557	1,255	98	65	144	130	58	71	0	0	5,592	5,031	36	62
11- 15 YEARS	3,215	2,506	369	717	49	39	97	129	41	52	1	0	3,772	3,443	147	190
16 - 20 YEARS	4,388	2,860	717	1,065	116	49	150	173	58	59	0	0	5,429	4,206	333	230
21 - 25 YEARS	1,422	1,973	292	735	25	26	44	78	22	27	0	0	1,805	2,839	157	238
26 - 30 YEARS	2,135	2,263	270	801	31	24	56	63	13	12	0	0	2,505	3,163	219	201
31 - 35 YEARS	674	625	63	204	5	1	24	9	10	2	0	0	776	841	67	53
36 - 40 YEARS	130	74	6	18	1	2	2	2	5	0	0	0	144	96	24	9
MORE THAN 40 YEARS	11	3	4	2	0	0	0	0	0	0	0	0	15	5	2	2
STATEWIDE TOTAL	21,911	19,225	2,945	6,584	381	251	636	805	297	325	136	105	26,306	27,295	1,010	1,007
MORE THAN 10 YEARS	11,975	10,304	1,721	3,542	227	141	373	454	149	152	1	0	14,446	14,593	949	923
AVERAGE YEARS	13.3	13.4	13.8	13.7	13.9	13.6	14.0	12.8	12.3	11.0	1.2	0.8	13.3	13.3	21.1	20.4
STATEWIDE AVERAGE YEARS			13.3													

NOTE: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only.

AVERAGE AGE, PAY RATE, AND LONGEVITY ANALYSIS BY BARGAINING UNIT

Table 5-3

PAY PERIOD ENDING DECEMBER 18, 2004

UNIT CODE/ NAME		NUMBER OF EMPLOYEES	PERCENT OF CLASSIFIED EMPLOYEES	AVERAGE AGE	AVERAGE HOURLY PAY RATE	COUNT OF EMPLOYEES RECEIVING LONGEVITY	PERCENT OF DEPT. ELIGIBLE FOR LONGEVITY
A02	SAFETY & REGULATORY	1,320	2%	43.6	\$21.50	925	70%
A31	LABOR AND TRADES	2,753	5%	46.0	\$19.15	1,857	67%
C12	SECURITY	9,242	17%	41.5	\$21.09	7,286	79%
E42	HUMAN SERVICES SUPPORT	865	2%	45.7	\$19.00	424	49%
H21	SCIENTIFIC & ENGINEERING	2,197	4%	42.4	\$27.48	1,401	64%
L32	TECHNICAL	1,029	2%	43.1	\$20.49	685	67%
N/A	UNAVAILABLE	3	0%	22.7	\$11.72	0	0%
T01	STATE POLICE ENLISTED	1,637	3%	37.6	\$27.05	1,374	84%
U11	INSTITUTIONAL	2,665	5%	44.4	\$17.53	1,648	62%
W22	HUMAN SERVICES	9,213	17%	45.3	\$23.55	6,209	67%
W41	ADMINISTRATIVE SUPPORT	7,479	14%	45.9	\$18.18	5,190	69%
Y00	NON-SPECIFIED	1	0%	53.0	\$12.91	0	0%
Y23	BUSINESS & ADMINISTRATION	4,319	8%	45.8	\$27.23	3,155	73%
Y50	PENDING UNIT ASSIGNMENT	4	0%	44.3	\$19.83	3	75%
Y51	SUPERVISORY	6,711	12%	48.5	\$28.93	6,281	94%
Y52	NONCAREER	582	1%	24.0	\$12.02	0	0%
Y98	MANAGERIAL	1,634	3%	50.5	\$41.75	1,427	87%
Y99	CONFIDENTIAL	2,094	4%	46.0	\$23.83	1,612	77%
STATEWIDE TOTALS		53,748	100%	44.7	\$23.35	39,477	73%

NOTE: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, non career or on workers compensation in primary positions only.

MAIN MIDB CIVIL SERVICE WORKFORCE 25
REPORT SEQUENCE: UNION_CD
TABLE USED: HRM_APPT_DEPART

Table 5-4

ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN INSURANCE PLANS BY BARGAINING UNIT
PAY PERIOD ENDING DECEMBER 18, 2004

		Health Insurance							Dental Insurance						Vision Insurance	
Bargaining Unit		Total Employees	State Sponsored Health	%	Health Maintenance	%	Catastrophic Health	%	State Sponsored Dental	%	Dental Maintenance	%	Preventive Dental	%	State Sponsored Vision	%
W41	ADMINISTRATIVE SUPPORT	7,479	3,410	46%	3,208	43%	123	2%	6,501	87%	274	4%	31	0%	6,823	91%
Y23	BUSINESS & ADMINISTRATION	4,319	1,830	42%	2,119	49%	81	2%	3,889	90%	152	4%	22	1%	4,075	94%
Y99	CONFIDENTIAL	2,094	841	40%	1,007	48%	35	2%	1,864	89%	50	2%	4	0%	1,916	91%
W22	HUMAN SERVICES	9,213	5,443	59%	3,087	34%	139	2%	8,408	91%	298	3%	43	0%	8,768	95%
E42	HUMAN SERVICES SUPPORT	865	506	58%	254	29%	11	1%	734	85%	43	5%	2	0%	781	90%
U11	INSTITUTIONAL	2,665	1,691	63%	777	29%	16	1%	2,449	92%	46	2%	3	0%	2,497	94%
A31	LABOR AND TRADES	2,753	1,519	55%	915	33%	24	1%	2,455	89%	2	0%	7	0%	2,466	90%
Y98	MANAGERIAL	1,634	871	53%	662	41%	20	1%	1,544	94%	23	1%	3	0%	1,572	96%
Y52	NONCAREER	582	1	0%	0	0%	0	0%	1	0%	0	0%	0	0%	1	0%
Y00	NON-SPECIFIED	1	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Y50	PENDING UNIT ASSIGNMENT	4	0	0%	4	100%	0	0%	3	75%	1	25%	0	0%	4	100
A02	SAFETY & REGULATORY	1,320	885	67%	290	22%	19	1%	1,178	89%	13	1%	4	0%	1,205	91%
H21	SCIENTIFIC & ENGINEERING	2,197	1,205	55%	844	38%	41	2%	2,036	93%	50	2%	17	1%	2,115	96%
C12	SECURITY	9,242	5,682	61%	3,125	34%	61	1%	8,697	94%	199	2%	14	0%	8,909	96%
T01	STATE POLICE ENLISTED	1,637	1,482	91%	119	7%	4	0%	1,599	98%	5	0%	0	0%	1,602	98%
Y51	SUPERVISORY	6,711	3,830	57%	2,411	36%	83	1%	6,255	93%	116	2%	16	0%	6,389	95%
L32	TECHNICAL	1,029	576	56%	359	35%	14	1%	928	90%	25	2%	6	1%	958	93%
	UNAVAILABLE	3	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
STATEWIDE TOTALS:		53,748	29,772	55%	19,181	36%	671	1%	48,541	90%	1,297	2%	172	0%	50,081	93%

NOTE: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, non career or on workers compensation in primary positions only.

ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN STATE SPONSORED INSURANCE PLANS BY BARGAINING UNIT
PAY PERIOD ENDING DECEMBER 18, 2004

		Disability Insurance					Life Insurance				Long Term Care Insurance	
Bargaining Unit		Total Employees	Aetna	%	Reliastar	%	United of Omaha	%	United Of Omaha Reduced Life	%	Met Life	%
W41	ADMINISTRATIVE SUPPORT	7,479	6,579	88%	149	2%	6,557	88%	426	6%	810	11%
Y23	BUSINESS & ADMINISTRATION	4,319	3,835	89%	47	1%	3,880	90%	319	7%	913	21%
Y99	CONFIDENTIAL	2,094	1,904	91%	26	1%	1,906	91%	130	6%	434	21%
W22	HUMAN SERVICES	9,213	8,550	93%	0	0%	8,630	94%	556	6%	1,226	13%
E42	HUMAN SERVICES SUPPORT	865	666	77%	0	0%	805	93%	60	7%	65	8%
U11	INSTITUTIONAL	2,665	2,361	89%	2	0%	2,535	95%	94	4%	91	3%
A31	LABOR AND TRADES	2,753	2,369	86%	17	1%	2,482	90%	102	4%	137	5%
Y98	MANAGERIAL	1,634	1,509	92%	33	2%	1,507	92%	82	5%	470	29%
Y52	NONCAREER	582	1	0%	0	0%	0	0%	1	0%	0	0%
Y00	NON-SPECIFIED	1	0	0%	0	0%	0	0%	0	0%	0	0%
Y50	PENDING UNIT ASSIGNMENT	4	4	100%	0	0%	4	100%	0	0%	1	25%
A02	SAFETY & REGULATORY	1,320	1,140	86%	85	6%	1,069	81%	69	5%	103	8%
H21	SCIENTIFIC & ENGINEERING	2,197	1,823	83%	19	1%	1,941	88%	195	9%	298	14%
C12	SECURITY	9,242	8,934	97%	0	0%	9,005	97%	236	3%	257	3%
T01	STATE POLICE ENLISTED	1,637	1,550	95%	1,165	71%	0	0%	33	2%	99	6%
Y51	SUPERVISORY	6,711	6,525	97%	200	3%	6,184	92%	229	3%	1,196	18%
L32	TECHNICAL	1,029	854	83%	21	2%	845	82%	86	8%	94	9%
	UNAVAILABLE	3	0	0%	0	0%	1	33%	0	0%	0	0%
STATEWIDE TOTALS:		53,748	48,604	90%	1,764	3%	47,351	88%	2,618	5%	6,194	12%

NOTE: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, non career or on workers compensation in primary positions only.

BARGAINING UNIT ANALYSIS BY HRS DEPARTMENT

Pay Period Number: 26 Ending December 18, 2004

EXCLUSIVELY REPRESENTED EMPLOYEES

HRS Department		No. of Employees	A02 Safety & Regulation	A31 Labor & Trades	C12 Security	E42 Human Services Support	H21 Scientific & Engineering	L32 Technical	T01 State Police Enlisted	U11 Institutional	W22 Human Services	W41 Administrative Support	Total Exclusively Represented
AGRICULTURE	79	692	31	120	0	0	245	22	0	0	0	99	517
ATTORNEY GENERAL	11	522	31	3	0	0	0	0	0	0	0	110	144
AUDITOR GENERAL	03	147	0	2	0	0	0	0	0	0	0	2	4
CIVIL RIGHTS	15	134	0	0	0	0	0	0	0	0	60	16	76
CIVIL SERVICE	19	212	0	0	0	0	0	0	0	0	0	0	0
COMMUNITY HEALTH	39	4,754	51	143	443	0	141	49	0	1,240	680	554	3,301
CORRECTIONS	47	16,478	15	828	8,727	0	12	90	0	526	2,094	1,208	13,500
EDUCATION	31	348	2	7	0	1	0	0	0	21	104	82	217
ENVIRONMENTAL QUALITY	76	1,504	35	2	0	0	827	51	0	0	1	206	1,122
EXECUTIVE OFFICE	01	45	0	0	0	0	0	0	0	0	0	0	0
FAMILY INDEPENDENCE AGENCY	43	9,915	193	67	0	73	4	4	0	358	5,766	1,326	7,791
HISTORY ARTS AND LIBRARIES	25	256	21	23	0	0	7	3	0	0	50	45	149
INFORMATION TECHNOLOGY	08	1,731	0	29	0	0	5	59	0	0	1	302	396
LABOR & ECONOMIC GROWTH	64	4,177	258	76	0	791	82	9	0	22	380	774	2,392
MANAGEMENT & BUDGET	07	1,005	6	299	0	0	30	10	0	0	2	138	485
MILITARY AFFAIRS	51	926	32	137	0	0	20	10	0	460	27	55	741
NATURAL RESOURCES	75	1,698	389	181	0	0	244	170	0	10	30	209	1,233
STATE	23	1,852	29	23	0	0	0	0	0	0	1	1,248	1,301
STATE POLICE	55	2,706	152	28	0	0	69	26	1,635	5	0	305	2,220
TRANSPORTATION	59	2,930	57	764	0	0	508	525	0	0	2	248	2,104
TREASURY	27	1,566	12	9	0	0	3	1	0	0	2	546	573
Grand Total:		53,598	1,314	2,741	9,170	865	2,197	1,029	1,635	2,642	9,200	7,473	38,266

Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only.

BARGAINING UNIT ANALYSIS BY HRS DEPARTMENT

Pay Period Number: 26 Ending December 18, 2004

NON-EXCLUSIVELY REPRESENTED EMPLOYEES

HRS Department		No. of Employees	Y23 Business & Administrative	Y99 Confidential	Y98 Managerial	Y52 Non-Career	Y00/Y50 Pending Assignment	Y51 Supervisory	Total Non-Exclusively Represented
AGRICULTURE	79	692	39	21	23	13	0	79	175
ATTORNEY GENERAL	11	522	22	55	290	0	0	11	378
AUDITOR GENERAL	03	147	0	72	26	5	0	40	143
CIVIL RIGHTS	15	134	2	24	11	5	0	16	58
CIVIL SERVICE	19	212	1	169	21	3	0	18	212
COMMUNITY HEALTH	39	4,754	413	149	167	75	2	647	1,453
CORRECTIONS	47	16,478	173	295	158	32	0	2,320	2,978
EDUCATION	31	348	52	31	19	1	0	28	131
ENVIRONMENTAL QUALITY	76	1,504	63	47	21	75	0	176	382
EXECUTIVE OFFICE	01	45	0	41	1	3	0	0	45
FAMILY INDEPENDENCE AGENCY	43	9,915	433	364	169	5	0	1,153	2,124
HISTORY ARTS AND LIBRARIES	25	256	23	13	20	29	0	22	107
INFORMATION TECHNOLOGY	08	1,731	963	69	70	48	0	185	1,335
LABOR & ECONOMIC GROWTH	64	4,177	806	233	225	148	1	372	1,785
MANAGEMENT & BUDGET	07	1,005	189	110	66	34	0	121	520
MILITARY AFFAIRS	51	926	19	28	15	2	0	121	185
NATURAL RESOURCES	75	1,698	80	49	53	12	0	271	465
STATE	23	1,852	132	73	43	12	0	291	551
STATE POLICE	55	2,706	105	52	43	2	0	284	486
TRANSPORTATION	59	2,930	188	129	88	52	2	367	826
TREASURY	27	1,566	612	70	105	26	0	180	993
Grand Total:		53,598	4,315	2,094	1,634	582	5	6,702	15,332

Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only.

GLOSSARY

GLOSSARY

American Indian or Alaskan Native - Persons having origins in any of the original people of North America, and who maintain cultural identification through tribal affiliation or community recognition. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

Asian or Pacific Islander - Persons having origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent, or the Pacific Islands. This area includes, for example, China, Japan, Korea, the Philippine Islands, and Samoa. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

Average - The figure obtained by dividing the sum total of a set of data by the number of figures in the set of data. In this report, the average has been used synonymously with mean.

Black (Not of Hispanic Origin) - Persons having origins in any of the Black racial groups of Africa. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

Career Appointment - An indefinite appointment expected to last the equivalent of 90 full-time workdays or more in a calendar year is career employment.

Civil Service Positions - Positions as defined in the classified service.

Classified Employee - Any employee of the State of Michigan over which the Civil Service Commission has jurisdiction pursuant to the State Constitution.

Classified Service - The Michigan State classified civil service.

Compensation - Pay and benefits received by an employee for work performed.

Disability - Disability means any of the following:

- (1) A determinable physical or mental characteristic of a person, which may result from disease, injury, congenital condition of birth, or functional disorder, if the characteristic:
 - (A) Substantially limits one or more of the major life activities of the person, and
 - (B) Is unrelated to (1) the person's ability to perform the duties of a particular job or position or (2) the person's qualifications for employment or promotion.
- (2) A history of a determinable physical or mental characteristic.
- (3) Being regarded as having a determinable physical or mental characteristic.

Employee Status Code Descriptions (active employees):

AA: Full-time (Classified)
AB: Part-time (Classified)
AC: Permanent Intermittent (Classified)
AD: Limited Term (Classified)
AE: Seasonal (Classified)
AF: Unclassified
AP: Workers Compensation
AQ: Non Career/Per Diem
AR: Special Personal Services (Unclassified)

Filled Position - A position in which a person is presently working.

Fiscal Year - October 1 of a given year through September 30 of the next year. (Prior to fiscal year 1975-76, the fiscal year was July 1 - June 30. Transition fiscal year 1975-76 was 15 months long.)

Full Time Employee - Those employees scheduled to work 80 hours biweekly full-time.

General Fund - The major operating fund of the state receiving all tax receipts and other types of revenue not specified by law to be placed in special funds.

Hispanic - Persons of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

Hourly Employees - Those employees scheduled to work less than 80 hours biweekly, paid hourly.

HRMN - Human Resources Management Network (HRMN) means the integrated network delivering payroll, personnel, and employee benefits functionality and data exchange among agencies and third parties. Stage I of HRMN implementation took place in March 2001 replacing PPRISM.

Indefinite Appointment - A career appointment with no fixed ending date at the time of appointment.

Intermittent Employee - Those employees scheduled to work on an on-call or periodic basis due to demand and workflow. These employees may work an hourly or full-time schedule within an 80-hour biweekly pay period.

Job Category - Eight standard job categories from the Federal Equal Employment Opportunity Commission, used by state and local governments in reporting statistics to the federal government. These are as follows:

01: Officials and Administrators - Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies, or direct individual departments or special phases of the agency's operations, or provide specialized consultation on a regional, district or area basis. Includes: department heads; bureau chiefs; division chiefs; directors; deputy directors; controllers; wardens; superintendents; sheriffs; police and fire chiefs and inspectors; examiners (bank, hearing, motor vehicle, warehouse); inspectors (construction, building, safety, rent-and-housing, fire, A.B.C. Board, license, dairy, livestock, transportation); assessors; tax appraisers and investigators; coroners; farm managers; and kindred workers.

02: Professionals - Occupations which require specialized and theoretical knowledge which is usually acquired through college training or through work experience and other training which provides comparable knowledge. Includes: personnel and labor relations workers, social workers, doctors, psychologists, registered nurses, economists, dietitians, lawyers, systems analysts, accountants, engineers, employment and vocational rehabilitation counselors, teachers or instructors, police and fire captains and lieutenants, librarians, management analysts, airplane pilots and navigators, surveyors and mapping scientists, and kindred workers.

03: Technicians - Occupations which require a combination of basic scientific or technical knowledge and manual skill which can be obtained through specialized post-secondary school education or through equivalent on-the-job training. Includes: computer programmers; drafters; survey and mapping technicians; licensed practical nurses; photographers; radio operators; technical illustrators; highway technicians; technicians (medical, dental, electronic, physical sciences); police and fire sergeants; inspectors (production or processing inspectors, testers and weighers); and kindred workers.

04: Protective Service Workers - Occupations in which workers are entrusted with public safety, security, and protection from destructive forces. Includes: police patrol officers, fire fighters, guards, deputy sheriffs, bailiffs, correctional officers, detectives, marshals, harbor patrol officers, game and fish wardens, park rangers (except maintenance), and kindred workers.

05: Paraprofessionals - Occupations in which workers perform some of the duties of a professional or technician in a supportive role, which usually require less formal training and/or experience normally required for professional or technical status. Such positions may fall within an identified pattern of staff development and promotion under a "New Careers" concept. Included: research assistants, medical aids, child support workers, policy auxiliary welfare service aids, recreation assistants, homemakers aides, home health aides, library assistants and clerks, ambulance drivers and attendants, and kindred workers.

06: Office and Clerical - Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information, and other paperwork required in an office. Includes: bookkeepers, messengers, clerk-typists, stenographers, court transcribers, hearing reporters, statistical clerks, dispatchers, license distributors, payroll clerks, office machine and computer operators, telephone operators, legal assistants, sales workers, cashiers, toll collectors, and kindred workers.

07: Skilled Craft Workers - Occupations in which workers perform jobs which require special manual skill and a thorough and comprehensive knowledge of the processes involved in the work which is acquired through on-the-job training and experience or through apprenticeship or other formal training programs. Includes: mechanics and repairers, electricians, heavy equipment operators, stationary engineers, skilled machining occupations, carpenters, compositors and typesetters, power plant operators, water and sewage treatment plant operators, and kindred workers.

08: Service/Maintenance Workers - Occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public or which contribute to the upkeep and care of buildings, facilities or grounds of public property. Workers in this group may operate machinery. Includes: chauffeurs, laundry and dry cleaning operatives, truck drivers, bus drivers, garage laborers, custodial employees, gardeners and groundskeepers, refuse collectors, construction laborers, park rangers (maintenance), farm workers (except managers), craft apprentices/trainees/helpers, and kindred workers.

Job-Share Employee - Those employees scheduled to share a portion of an 80-hour biweekly schedule with one or more other positions that in aggregate perform the duties of a single full-time position (as defined by Civil Service and Management and Budget in the joint letter of 12/26/85)

Limited Term Employee - Those employees hired with a fixed appointment expiration date. These employees are entitled to fringe benefits providing they meet specified eligibility requirements.

MAIN - Michigan Administrative Information Network - established in 1992 to develop, implement, and operate a fully integrated, automated administrative management information system for the State of Michigan.

Median - A value that represents the point at which half the items in a data set are greater than or equal to it and half are less than or equal to it.

MIDB - Management Information Data Base.

Non-Career Employee - Those employees hired on a non-career basis to work 719 hours or less in a calendar year. These employees are not entitled to fringe benefits.

Pay Range - A number that designates the range of pay rates or single pay received by a job class.

Pay Step - A pay level within a pay range.

Position - A classified job identified by its respective duties and responsibilities.

Primary Position - The level one position in HRMN which determines the employee's status and benefits eligibility.

Principal Department - One of not more than 20 executive branch departments provided for by article 5, section 2, of the constitution.

PPRISM - The statewide computer system of employee personnel and payroll transactions. PPRISM is an acronym for Personnel/PayRoll Information System for Michigan. Phase I of PPRISM's implementation took place in June 1987. Phase II of PPRISM's implementation took place in June 1990. PPRISM was replaced by HRMN (Human Resources Management Network) in March 2001.

Process Level - A HRMN term that represents principal department, autonomous entity, or agency of convenience.

Recall List - An employment list of persons who have been laid off, transferred, or demoted for reasons of administrative efficiency, lack of work, or absence of sufficient funds.

Seasonal Employee - Those employees scheduled to work according to seasonal department work schedules. These employees may work 80 hours biweekly during certain periods of the year.

Special Personal Services Employee - A contractor who is an employee of a state agency and who is not a classified employee, an exempt employee, or an excepted employee.

Turnover Separation - All separations, whether voluntary or involuntary, except as follows: expired appointments (those hired with a fixed expiration date at time of hire) and laid-off employees (who are not considered separated until return rights have been exhausted).

Unclassified Employee - An employee working in a position exempted or excepted from the classified service pursuant to the State Constitution (e.g., elected officials, heads of principal departments, members of boards and commissions, employees of the legislature, employees of courts of record, etc.).

Unit Designations - A combination of union and unit codes is assigned to each classified position. The union code identifies the employee organization that by election process has won recognition as the exclusive bargaining agent for the unit. The unit code represents a particular grouping of job classifications having related duties as established by the definition of the unit. Generally, most positions in a class will have the same unit code. However, the nature of some positions will require their exclusion from the unit. In instances where this exclusion occurs, secondary class codes have been established to accommodate those positions excluded from the unit. Following are definitions of Union and Unit Codes:

Union Codes

- A** Michigan State Employees Association (MSEA), and Police Officers Association of Michigan (POAM)
- C** Michigan Corrections Organization (MCO)
- E** Local 31-M, Service Employees International Union, AFL-CIO (SEIU)
- H** Michigan Public Employees (MPES)
- L** United Technical Employees Association (UTEA)
- T** Michigan State Police Troopers Association (MSPTA)
- U** American Federation of State, County, and Municipal Employees, Council 25, AFL-CIO (AFSCME)
- W** United Automobile, Aerospace, and Agricultural Implement Workers of America (UAW)
- Y** No Exclusive Employee Organization Representation
- Z** Unclassified - No Exclusive Employee Organization

Unit Code	<u>Unit</u>
01	<u>State Police Enlisted Unit</u> This unit consists of all non-supervisory enlisted positions, including sergeants, in the Michigan State Police.
02	<u>Safety and Regulatory Unit</u> Employees in this unit are involved in one or more of the following activities: conducting inspections or investigations designed to detect violations of federal or state statutes, rules, regulations; enforcing these rules, regulations, or statutes; appraising the grade, condition, or sanitation of food, objects, activities, or procedures; protection of person, buildings, grounds, or natural resources.
11	<u>Institutional Unit</u> This unit includes all non-professional classifications, which provide indirect or direct services to patients or residents of state facilities, excluding correctional security classifications.
12	<u>Security Unit</u> The Security Unit includes non-professional employees involved in direct custody and treatment of inmates under the supervision of the Department of Corrections and residents of state facilities for the criminally insane.
21	<u>Scientific and Engineering Unit</u> Employees in this unit perform work in the areas of physical and biological sciences or in the field of engineering or architecture through applying principles, theories, practices, and methods generally learned through a four-year or advanced post-secondary course of study.
22	<u>Human Services Unit</u> Employees in this unit perform work in the areas of counseling, education, rehabilitation, and other assistance for the socially disabled or disadvantaged through applying principles, theories, practices, and methods learned through educational degrees, special training and experience.
23	<u>Business and Administrative Unit</u> Employees in this unit perform work in such areas as personnel, accounting, training, auditing, commercial, and business fields, information, and other fields related to business, commercial, and administrative support, through applying principles, theories, practices, and methods learned through educational degrees, special training and experience.
31	<u>Labor and Trades Unit</u> Employees in this unit perform skilled and semi-skilled trades work as well as general labor activities.
32	<u>Technical Unit</u> Employees in this unit provide support services in the area of science and engineering.
41	<u>Administrative Support Unit</u> This unit includes all occupational groupings engaged in preparing, transcribing, recording, filing, systematizing, maintaining, and routinely dispensing of records, reports, communications, and information by manual process and by operating various office machines and equipment. Also, this unit includes employees who use work products from clerical classifications and exercise judgment in the application of statutes, rules, regulations, or policies including positions supporting business and administrative activities.
42	<u>Human Services Support Unit</u> This unit consists of classifications engaged in delivery of paraprofessional human services to the citizens of the State.
50	<u>Pending Unit Assignment</u> Employees in positions in classifications that are pending unit assignment.

51 Supervisory Unit

Employees in this unit have the authority to hire, assign, transfer, discipline for cause, lay off, recall, promote, reallocate, or evaluate other employees, or responsibility to direct them, or to adjust their grievances, or effectively recommend such actions if in connection with the foregoing. The exercise of such authority is not of a merely routine or clerical nature but rather requires the use of independent judgment.

52 Non-Career

Employees in non-career classes that are ineligible for collective bargaining (e.g., student assistants).

98 Managerial Unit

The Managerial Unit is made up of employees who: (a) formulate policy, direct the work of an agency or major subdivision thereof; or (b) who administer and carry out policies and programs of such principal departments or subdivisions; or manage, administer, and control local branch offices of principal departments, including the physical, financial, and/or personnel resources thereof, in order to carry out the mission of the agency; or (c) represent or advise management in legal matters; or (d) adjudicate disputes involving employees or mediate labor management relations in the public or private sector; or (e) who may reasonably be required on behalf of the State Employer or the departmental employer to assist in the preparation for conduct of negotiations with employees; or (f) have a major role in personnel administration labor relations, or the preparation and administration of budgets at the central level of state government, or for a principal department or major subdivision thereof.

99 Confidential Unit

Confidential employees are those who assist in a confidence capacity, persons who (a) formulate policy, direct the work of an agency or major subdivision thereof; or (b) who may reasonably be required on behalf of the State Employer or the Departmental Employer to assist in the preparation for conduct of negotiations with employees; or (c) have a major role in personnel administration labor relations, or the preparation and administration of budgets at the central level of state government, or for a principal department or major subdivision thereof.

Vacant Position - A position that is unfilled.

White (Not of Hispanic Origin) - Persons having origins in any of the original peoples of Europe, North Africa, or the Middle East. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

Workforce - Those persons employed in the classified service by the state of Michigan.